Out of the Ordinary since 1974

INVESTEC PLC GROUP
AND INVESTEC BANK PLC

Pillar 3 annual disclosure report 2024

CONTENTS

CONTENTS
CONTINUED

TABLES

Investec plc

TABLES
CONTINUED

Investec Bank plc

ABBREVIATIONS

In the sections that follow, the following abbreviations are used:

AFG	Asset Finance Group
ALCO	Asset and Liability Committee
ALM	Asset and Liability Management
ASF	Available stable funding
AT1	Additional Tier 1
Bank	Investec Bank plc
BoE	Bank of England
CCB	Capital Conservation Buffer
CCF	Credit conversion factor
CCP	Central counterparty
CCR	Counterparty credit risk
CCyB	Countercyclical capital buffer
CDS	Credit default swap
CET1	Common Equity Tier 1
CRD	Capital Requirements Directive
CRM	Credit risk mitigation
CRR	Capital Requirements Regulations
CVA	Credit valuation adjustment
DLC	Dual listed companies
DLC BRCC	DLC Board Risk and Capital Committee
ECAI	External Credit Assessment Institution
ECL	Expected credit loss
EHQLA	Eligible High Quality Liquid Assets
ERC	Executive Risk Committee
ESG	Environmental, social and governance
ES	Expected shortfalls
EU	European Union
EV	Economic value
EVA	Economic Value Added
EVE	Economic Value of Equity
EVT	Extreme value theory
FCA	Financial Conduct Authority
FHC	Financial Holding Company
FINREP	Financial Reporting
Fitch	Fitch Ratings
FTSE	Financial Times Stock Exchange
Group	Investec plc and its subsidiaries
HQLA	High Quality Liquid Assets
IBP	Investec Bank plc
IBP BRCC	IBP Board Risk and Capital Committee
ICAAP	Internal Capital Adequacy Assessment Process
IFRS	International Financial Reporting Standards
ILAAP	Internal Liquidity Adequacy Assessment Process
IRRBB	Interest rate risk in the banking book
IW&I UK	Investec Wealth & Investment Limited
ISDA	International Swaps and Derivatives Association Master Agreement
LCR	Liquidity Coverage Ratio
LSE	London Stock Exchange
LTV	Loan-to-value
MREL	Minimum Requirement for Own Funds and Eligible Liabilities
MRT	Material Risk Taker
NII	Net Interest Income
NMDs	Non-maturity deposits
NPV	Net present value
NSFR	Net Stable Funding Ratio
OTC	Over-the-counter
PD	Probability of Default
PDMR	Persons Discharging Managerial Responsibilities
PFE	Potential future exposure
PRA	Prudential Regulation Authority
QCCP	Qualifying Central Counterparty
Rathbones	Rathbones Group plc
RSF	Required stable funding
RW	Risk weight
RWAs	Risk weighted assets
SA	Standardised Approach
SA-CCR	Standardised Approach for measuring Counterparty Credit risk
SCP	Single Collateral Pool
SEC-ERBA	Securitisation - External Ratings-based Approach
SEC-SA	Securitisation - Standardised Approach
SFT	Securities financing transaction
S&P	Standard and Poor's rating agency
SME	Small and medium-sized enterprise
SMCR	Senior Managers Certification Regime
SPEs	Special purpose entities
SREP	Supervisory Review and Evaluation Process
sVaR	Stressed Value at Risk
TC	Total Capital
T1	Tier 1
T2	Tier 2
UK	United Kingdom
VaR	Value at Risk

Introduction

01

INTRODUCTION

Investec plc is a Specialist Banking Group with access to a diversified wealth management offering to deliver an extensive range of products and services.

The Investec distinction is embodied in our entrepreneurial culture, supported by a strong risk management discipline, client-centric approach and an ability to be nimble, flexible and innovative. We do not seek to be all things to all people. Our aim is to build well-defined, value-adding businesses focused on serving the needs of select market niches where we can compete effectively and build scale and relevance.

Our unique positioning is reflected in our iconic brand, our high-touch and high-tech approach and our positive contribution to society, macro-economic stability and the environment. Ours is a culture that values purposeful thinking and stimulates extraordinary performance. We take pride in the strength of our leadership team, our people are empowered and committed to our values and culture.

During July 2002, Investec Group Limited (since renamed Investec Limited) implemented a dual listed companies (DLC) structure and listed its offshore business on the London Stock Exchange (LSE).

In terms of our DLC structure, Investec Limited is the holding company of our businesses in South Africa and Mauritius, and Investec plc is the holding company of our non-Southern African businesses. Investec Limited is listed on the Johannesburg Stock Exchange Limited South Africa (since 1986) and Investec plc on the LSE (since 2002). Investec plc is a FTSE 250 company.

Investec plc and Investec Limited are separate legal entities, but are bound together by contractual agreements and mechanisms. Investec operates as a single unified economic enterprise where shareholders have common economic and voting interests. Creditors, however, are ring-fenced to either Investec plc or Investec Limited as there are no cross-guarantees between the companies.

Regulation and supervision

Investec plc is an approved United Kingdom (UK) Financial Holding Company (FHC). In line with the Capital Requirements Directive (CRD) V requirements and Capital Requirements Regulation (CRR) II amendments requiring FHC and Mixed FHC of Prudential Regulation Authority (PRA) regulated subsidiaries to become approved holding companies, Investec plc applied in June 2021 for approval in accordance with Part 12B of the Financial Services and Markets Act 2000. The approval was effective 14 October 2021. Investec plc is now responsible for ensuring compliance with prudential requirements on a consolidated basis. Investec Bank plc (IBP), the main banking subsidiary of Investec plc, continues to be authorised by the PRA and regulated by the Financial Conduct Authority (FCA) and the PRA.

Investec plc calculates capital resources and requirements using the Basel 3 framework, as implemented in the European Union (EU) through the CRD IV, as amended by CRR II and CRD V. Following the end of the Brexit transitional period, the EU rules (including binding technical standards) have been onshored and now form part of domestic law in the UK by virtue of the European Union (Withdrawal) Act 2018.

Subsidiaries of Investec plc may be subject to additional regulations, as implemented in other relevant jurisdictions.

The Basel 3 framework is structured around three 'pillars' namely Pillar 1 minimum capital requirements, Pillar 2 supervisory review process and Pillar 3 market discipline. Pillar 3 aims to complement the other two pillars by developing a set of disclosure requirements that will allow market participants to gauge the capital adequacy of a firm.

Policy

The Pillar 3 disclosures in this document are prepared in accordance with the Disclosure (CRR) part of the PRA rulebook, effective 1 January 2022, at the Investec plc consolidated Group level, which includes Investec plc and its subsidiaries (Group) and comprises both quantitative and qualitative information at 31 March 2024, with comparative figures for 31 March 2023 provided, where material and /or relevant.

Investec plc triggered the 'large institution' definition during 2022, with total assets for the consolidated Group exceeding the €30 billion threshold over two consecutive reporting quarters. The Group has therefore been subject to quarterly Pillar 3 reporting, since 30 September 2022.

IBP is the principal banking subsidiary of the Investec plc Group. IBP applies the provisions laid down in Article 9 (solo-consolidation waiver) of the CRR and therefore includes Investec Investments (UK) Limited in the solo-consolidation. In accordance with Article 13 and the Disclosure (CRR) Part of the PRA rulebook, a sub-set of Pillar 3 disclosures covering own funds, capital requirements, countercyclical capital buffer (CCyB), credit risk, remuneration, leverage ratio, liquidity requirements and credit risk mitigation (CRM) techniques have to be published by significant subsidiaries of the Group. The IBP disclosures, which follow, are published on an individual basis (i.e. solo-consolidation level) as at 31 March 2024, with comparative figures provided for 31 March 2023, where relevant. The sub-set of Pillar 3 disclosures for the Bank are included in Appendix A.

The Pillar 3 disclosures are published in a standalone disclosure report and are available to view on the Investec website at www.investec.com. These disclosures are published annually and are released, simultaneously with the annual report. The Pillar 3 disclosures of the Group are governed by the Investec plc Pillar 3 disclosure policy, which is approved by the DLC Board Risk and Capital Committee (DLC BRCC), a delegated sub-committee of the Investec plc Board. The Board delegates responsibility for review and approval of these disclosures to a sub-committee of the DLC BRCC.

The Pillar 3 disclosures of the Bank are governed by the IBP Pillar 3 disclosure policy, which is approved by the IBP Board Risk and Capital Committee (IBP BRCC), a delegated sub-committee of the IBP Board. The Board delegates responsibility for review and approval of these disclosures to a sub-committee of the IBP BRCC.

Where Pillar 3 requirements are included in other disclosure reports, references are provided to the relevant pages and or location of these reports.

The Pillar 3 Remuneration disclosures for the Group and significant subsidiary IBP have been included in this disclosure report for 31 March 2024. Prior year comparative information can be found in the Investec Group's 2023 remuneration report and in the IBP annual report 2023.

INTRODUCTION
CONTINUED

Philosophy and approach to capital and liquidity

Investec plc has maintained a conservative approach to capital and liquidity for many years, long before many of the regulations came into effect. The Group holds capital in excess of regulatory requirements and remains well capitalised. At 31 March 2024, the Common Equity Tier 1 (CET1) ratio of the Group was 12.1%. As Investec plc is on the Standardised Approach (SA), our risk weighted assets (RWAs) represent a large portion of our total assets. As a result, we inherently hold more capital than firms that apply the Advanced Internal Ratings-Based Approach.

The Group retains one of the highest leverage ratios amongst its peers, whilst meeting the Basel 3 liquidity requirements for some time. The leverage ratio, calculated as regulatory capital over regulatory balance sheet assets for the Group, was 10.0% at 31 March 2024.

Cohesive liquidity management is vital for protecting our depositors, preserving market confidence, safeguarding our reputation and ensuring sustainable growth with established funding sources. Through active liquidity management, we seek to preserve stable, reliable and cost-effective sources of funding. As such, the Group considers ongoing access to appropriate liquidity for all its operations to be of paramount importance, and our core liquidity philosophy is reflected in day-to-day practices.

We carry a high level of liquidity in all our banking subsidiaries in order to be able to cope with shocks to the system, targeting a minimum cash to customer deposit ratio of 25%.

Total cash and near cash balances for the Group amounted to £9.7 billion at 31 March 2024 representing 46.4% of customer deposits.

At 31 March 2024 the Group's point in time Liquidity Coverage Ratio (LCR) was 453% and the Net Stable Funding Ratio (NSFR) was 146%, well above the minimum regulatory minimum of 100% for both the LCR and NSFR ratios. The LCR ratio disclosed in the table below reflects the 12-month average ratio and the NSFR ratio reflects the trailing 4-quarter average ratio.

INTRODUCTION
CONTINUED

Table 1: Key metrics (UK KM1)

Ref^	£'million	31 Mar 2024	31 Dec 2023^^^	30 Sep 2023	30 Jun 2023^^^	31 Mar 2023
	Available own funds (amounts)					
1	Common Equity Tier 1 (CET1) capital	2 237	2 183	2 127	2 001	2 071
	Common Equity Tier 1 (CET1) capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	2 217	2 167	2 107	1 981	2 023
2	Tier 1 capital	2 695	2 433	2 377	2 251	2 321
	Tier 1 capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	2 676	2 417	2 357	2 231	2 273
3	Total capital	3 407	3 144	3 088	2 992	3 060
	Total capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	3 387	3 129	3 068	2 973	3 013
	Risk weighted exposure amounts					
4	Total risk weighted assets	18 509	19 034	18 504	18 220	17 767
	Total risk weighted exposure amount as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	18 490	19 019	18 485	18 201	17 718
	Capital ratios					
5	Common Equity Tier 1 ratio (%)	12.1%	11.5%	11.5%	11.0%	11.7%
	Common Equity Tier 1 ratio (%) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	12.0%	11.4%	11.4%	10.9%	11.4%
6	Tier 1 ratio (%)	14.6%	12.8%	12.8%	12.4%	13.1%
	Tier 1 ratio (%) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	14.5%	12.7%	12.8%	12.3%	12.8%
7	Total capital ratio (%)	18.4%	16.5%	16.7%	16.4%	17.2%
	Total capital ratio (%) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	18.3%	16.4%	16.6%	16.3%	17.0%
	Additional own funds requirements based on SREP (as a percentage of risk weighted exposure amounts)					
UK 7a	Additional CET1 SREP requirement (%)	0.3%	0.3%	0.3%	0.3%	0.3%
UK 7b	Additional AT1 SREP requirement (%)	0.1%	0.1%	0.1%	0.1%	0.1%
UK 7c	Additional T2 SREP requirements (%)	0.1%	0.1%	0.1%	0.1%	0.1%
UK 7d	Total SREP own funds requirements (%)	8.6%	8.6%	8.5%	8.6%	8.6%
	Combined buffer requirement (as a percentage of risk weighted exposure amount)					
8	Capital conservation buffer (%)	2.5%	2.5%	2.5%	2.5%	2.5%
9	Institution-specific countercyclical capital buffer (%)	1.3%	1.3%	1.3%	0.7%	0.6%
11	Combined buffer requirement (%)	3.8%	3.8%	3.8%	3.2%	3.1%
UK 11a	Overall capital requirements (%)	12.3%	12.3%	12.3%	11.7%	11.7%
12	CET1 available after meeting the total SREP own funds requirements (%)*	3.5%	2.9%	2.9%	2.4%	3.1%
	Leverage ratio^^					
13	Leverage ratio total exposure measure	27 015	27 357	27 495	26 507	25 216
14	Leverage ratio	10.0%	8.9%	8.6%	8.7%	9.2%
	Leverage ratio as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	9.9%	8.8%	8.6%	8.7%	9.0%
	Liquidity Coverage Ratio					
15	Total high-quality liquid assets (HQLA) (Weighted value-average)	6 756	6 541	6 543	6 364	6 436
UK 16a	Cash outflows - Total weighted value	3 247	3 216	3 246	3 310	3 379
UK 16b	Cash inflows - Total weighted value	1 556	1 535	1 577	1 653	1 778
16	Total net cash outflows (adjusted value)	1 691	1 680	1 669	1 657	1 601
17	Liquidity coverage ratio (%)**	402%	394%	401%	393%	411%
	Net Stable Funding Ratio					
18	Total available stable funding	21 759	21 389	21 357	20 988	20 783
19	Total required stable funding	15 247	14 974	14 771	14 767	14 561
20	NSFR ratio (%)***	143%	143%	145%	142%	143%

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ The leverage ratios are calculated on an end-quarter basis, applying the UK leverage ratio framework which applies to all UK firms from 1 January 2022.
^^^ The 31 December 2023 and 30 June 2023 capital amounts and capital ratios exclude quarterly profits and associated foreseeable charges and dividends for the respective period. In accordance with the PRA rules, profits may only be included in a firm's capital position once the profits have been independently verified by an external audit firm. Note the 31 March 2024 position, 30 September 2023 and 31 March 2023 comparatives include verified profits and associated foreseeable charges and dividends for that period.
* Line 12 CET1 available after meeting the total SREP own funds requirements (%) is equal to CET1 ratio (line 5) minus total SREP own funds requirements (line UK 7d).
** The LCR ratio disclosed in this table is the 12-month average ratio.
*** The NSFR ratio disclosed in this table is the trailing 4-quarter average ratio.

INTRODUCTION
CONTINUED

Minimum capital requirements

The Group's minimum CET1 requirement at 31 March 2024 is 8.6% comprising a 4.5% Pillar 1 minimum requirement, a 2.5% Capital Conservation Buffer (CCB), a 0.31% Pillar 2A requirement and a 1.3% CCyB. The Group's institution-specific CCyB requirement is calculated based on the relevant exposures held in jurisdictions in which a buffer rate has been set. As at 31 March 2024 the UK CCyB rate is 2%.

Regulatory developments

From 5 July 2023, the UK CCyB rate increased from 1% to 2%. The Financial Policy Committee agreed when they met in July 2023, to maintain the UK CCyB rate at 2%, ensuring banks have sufficient capacity to absorb future shocks without unduly restricting lending.

On 30 November 2022, the PRA published a consultation paper on the Implementation of the Basel 3.1 standards, which set out the proposed rules and expectations that cover parts of the Basel 3 standards that remain to be implemented in the UK and relate to the calculation of RWAs.

The Basel 3.1 standards aim to restore credibility in risk-weighted ratios, by introducing more robust and risk-sensitive Standardised Approaches, whilst curtailing the RWA benefits Internal Models can provide. The proposals aim to advance the PRA's primary objective to promote the safety and soundness of the firms that it regulates. By improving the measurement of risk, the PRA are of the view that it will help ensure firms are adequately capitalised given the risks they are exposed to. Whilst the PRA are proposing limited adjustments to the international standards in order to adhere to the global reforms, they have proposed the removal of several onshored EU discretions, such as the small and medium-sized enterprise (SME) supporting factor.

The consultation closed for comment on 31 March 2023 with the rule changes initially planned to take effect from 1 January 2025.

On 27 September 2023, the PRA released a statement confirming the implementation will be delayed by six months to 1 July 2025, with full compliance required by 1 January 2030. The statement also confirmed that that the final rules will be published in two separate parts. The initial set of near-final rules, which encompass market risk, counterparty credit risk (CCR), credit valuation adjustment (CVA) risk and operational risk, were published in December 2023. The publication of the second set of rules is scheduled for the second quarter of 2024. Once HM Treasury has passed legislation to revoke the relevant parts of the onshored CRR, the PRA will issue a final policy statement, containing all of the Basel 3.1 standards. The publication of the second set of rules will now be delayed, due to the release date falling within the UK pre-election period, which could result in further delays to the UK implementation of Basel 3.1.

The PRA have also indicated that the Pillar 2A framework will need to be recalibrated due to the changes to the standardised approaches for the different risk types and confirmed that an off-cycle review of firm-specific Pillar 2 capital requirements will be conducted ahead of day 1 implementation.

On 29 November 2023 the Basel Committee published for consultation a new Pillar 3 disclosure framework for climate-related financial risks. Final proposals will be issued in the second half of 2024, with the framework expected to take effect from 1 January 2026. The PRA are yet to consult on these proposals.

Material changes to the Group during the year

On 21 September 2023 the Boards and Management of Investec Group and Rathbones Group plc (Rathbones) completed the all-share combination of Investec Wealth & Investment Limited (IW&I UK) and Rathbones ("the Combination"). The Combination marks the beginning of an exciting long-term strategic partnership between Investec and Rathbones, with a coordinated banking and wealth management offering for clients. The Group now has an economic interest of 41.25% in Rathbones' enlarged share capital and a 29.9% voting right.

The IW&I UK and Rathbones combination creates the UK's leading discretionary wealth manager with c.£107.6 billion in funds under management and administration, delivering the scale that will underpin future growth.

Effective 21 September 2023, the Group has applied equity accounting to its investment in Rathbones, however, for regulatory capital purposes proportional consolidation has been applied to the Group's 41.25% interest as required by the regulations.

Current regulatory framework

In the UK, banks are required to meet minimum capital requirements as prescribed by CRD IV for Pillar 1, namely a CET1 capital requirement of 4.5% of RWAs, a Tier 1 (T1) capital requirement of 6% of RWAs and a Total Capital (TC) requirement of 8% of RWAs. In addition, banks are required to meet their Pillar 2A TCI requirement, as determined by the Supervisory Review and Evaluation Process (SREP), with at least 56.25% CET1 capital.

The PRA buffer, which is also determined as part of the SREP, must be supported with CET1 capital.

UK firms are required to meet a combined buffer requirement, which is in addition to the Pillar 1 and Pillar 2A capital requirements. The combined buffer includes the CCB and the CCyB and must be met with CET1 capital. The buffer for global systemically important institutions and the systemic risk buffer do not apply to Investec plc and will not be included in the combined buffer requirement.

As at 31 March 2024, Investec plc holds a CCB of 2.5% and an institution-specific CCyB of 1.3% of RWAs. The Group's institution-specific CCyB requirement is calculated based on the relevant exposures held in jurisdictions in which a buffer rate has been set.

The Group continues to hold capital in excess of all regulatory capital and buffer requirements.

The Group applies the SA to calculate credit risk, CCR, CVA risk, securitisation risk, operational risk and market risk capital requirements.

Since 1 January 2022 the new UK leverage ratio framework has been in place. Investec plc is not subject to the minimum leverage ratio requirement of 3.25%, but is subject to a "supervisory expectation" to manage excessive leverage by ensuring the leverage ratio does not fall below 3.25%. For simplicity, the same leverage ratio exposure measure and capital measure will now apply to all UK banks (including the exemption of central bank reserves and will reflect updated international standards). These changes are reflected in our disclosures.

INTRODUCTION
CONTINUED

Subsidiaries of Investec plc may be subject to additional regulations as implemented by local regulators in other relevant jurisdictions. Where capital is a relevant consideration, management within each regulated entity pays close attention to prevailing local regulatory rules as determined by their respective regulators. For capital management purposes, it is the prevailing rules applied to the consolidated Investec plc Group that are monitored closely. With the support of the Group's prudential advisory and reporting team, local management of each regulated entity ensures that capital remains prudently above minimum regulatory requirements at all times.

Capital and leverage ratio targets

Capital

Over recent years, capital adequacy standards for banks have been raised as part of attempts to increase the stability and resilience of the global banking sector. The Group has always held capital in excess of regulatory requirements and continues to remain well capitalised. Accordingly, Investec targets a minimum CET1 capital ratio of above 10%, a T1 capital ratio of above 11% and a TC ratio target in the range of 14% to 17%. These targets are set on an Investec Group basis and exclude the deduction of foreseeable charges and dividends as required under the CRR. Although the targets are set on an Investec Group basis, they are monitored on a UK reported basis, including the impact of foreseeable charges and dividends. These targets are continuously assessed for appropriateness.

Leverage

The Group targets a leverage ratio above 6%.

Management of capital and leverage

Whilst capital and leverage are managed according to the targets as per our risk appetite, the projected capital and leverage position is tested under a range of plausible stress scenarios as part of the capital planning and Internal Capital Adequacy Assessment Process (ICAAP), which projects the Group's position over a three-year period.

Capital

The IBP, Investec plc and DLC Capital Committees are responsible for ensuring the impact of any regulatory change is calculated, analysed, understood and planned for. To allow these committees to perform this function, the Bank's prudential advisory and reporting team closely monitor regulatory developments and regularly present to the committees on the latest developments and proposals. As part of any assessment, the committees are provided with analysis setting out the Group's capital adequacy position, taking into account the most up-to-date interpretation of the rule changes. In addition, regular sessions are held with IBP BRCC and DLC BRCC and the respective Boards to ensure members are kept up-to-date with the most salient changes and to ensure the impact on IBP and its subsidiaries is understood and monitored.

Leverage

As with the governance of capital management, the IBP, Investec plc and DLC Capital Committees are responsible for ensuring that the impact of any regulatory changes on the leverage ratio is calculated, analysed, understood and planned for at all reporting levels. The leverage exposure measure is calculated on a monthly and quarterly basis and is presented to these committees on a regular basis. These committees are also responsible for monitoring the risk of excessive leverage.

MREL

The Bank of England (BoE) formally notified Investec plc on 28 June 2023 that Investec plc's preferred resolution strategy will change to Bail-in from 1 January 2026 and as such Investec plc and IBP as a material subsidiary, will be subject to a revised MREL from 1 January 2026 onwards in a phased manner. End-state MREL will apply from 1 January 2032. Any additional requirements will be met as part of increasing wholesale market issuance from the existing established base. The Pillar 3 disclosure requirements for MREL, per Article 437(a) of the CRR, are therefore not applicable for 31 March 2024.

Basis of consolidation

The regulatory basis of consolidation differs from the basis of consolidation used for financial reporting purposes. The financial accounting position of the Group is reported under International Financial Reporting Standards (IFRS) and is described on page 80 of the Investec plc 2024 annual report.

The regulatory consolidation includes all financial sector subsidiaries, the majority of which are wholly-owned by the relevant parent company. Investments in financial sector associates are equity accounted in the financial accounting consolidation. In the regulatory consolidation, exposures to financial sector associates are proportionally consolidated. Subsidiaries and associates engaged in non-financial activities are excluded from the regulatory consolidation. In addition, special purpose entities (SPEs) are not consolidated for regulatory purposes, where significant credit risk has been transferred to third parties. The positions IBP continues to hold in these securitisation SPEs will either be risk weighted and/or deducted from CET1 capital.

Table 3 reconciles the Group's financial accounting balance sheet to the regulatory scope balance sheet. The alphabetic references included in the reconciliation provide a mapping of the balance sheet items to elements included in the composition of regulatory own funds (UK CC1) table 6, set out on page 28.

Regulatory capital requirements are driven by the regulatory balance sheet and not the financial accounting balance sheet.

INTRODUCTION
CONTINUED

Table 2: Outline of the differences in the scope of consolidation (entity by entity) (UK LI3)

		Method of regulatory consolidation					
Name of the entity	**Method of accounting consolidation**	**Full consoli-dation**	**Proportional consoli-dation**	**Equity method**	**Neither consolidated nor deducted^**	**Ded-ucted^^**	**Description of the entity**
Subsidiaries*							
Investec Captive Insurance Limited	Full consolidation					X	Captive insurance company
PSV Marine Ltd	Full consolidation				X		Shipping holding company
PSV Anjali Ltd	Full consolidation				X		Shipping holding company
PSV Randeep Ltd	Full consolidation				X		Shipping holding company
Inv-German Retail Ltd	Full consolidation				X		Property company
Kendals Regeneration Ltd (formerly Nars Holdings Limited)	Full consolidation				X		Property company
SCI Cap Philippe	Full consolidation				X		Property company
Bowden (Lot 32) Pty Limited	Full consolidation				X		Development company
Investec International Limited	Full consolidation				X		Aircraft leasing
Appleton Resources (Jersey) Ltd	Full consolidation				X		Holding company
Appleton Coal LLC	Full consolidation				X		Investment holding company
NI (HH) LLP	Full consolidation				X		Property company
Associates and Joint Ventures**							
Rathbones Group plc	Equity		X				Financial services
iMarkets (Holdings) Limited	Equity		X				Online trading platform
JSM Advisers Private Limited	Equity		X				Fund management
Investec Capital Services (India) Private Limited	Equity		X				Merchant Banking & Stock Broking
Grovepoint Limited	Equity		X				Investment and advisory
Templewater Holdings Limited	Equity		X				Holding company
Other investments							
Ninety One Plc	Fair value investment				X		Investment Management Services
CFC Holdings Limited	Fair value investment		X				Holding company

^ Exposures which are neither consolidated nor deducted are risk weighted, subject to qualifying holding thresholds or not included in the regulatory consolidation.
^^ Exposures which are deducted are subject to significant investment thresholds. Amounts above the threshold are deducted from CET1 capital, whilst amounts up to the threshold amount are risk weighted at 250%.
* The regulatory treatment of all entities listed as subsidiaries in the Investec plc 2024 annual report, pages 211 to 214, follows the accounting treatment unless otherwise stated in the table above.
** The regulatory treatment of all entities listed as Associates and Joint Ventures in the Investec plc 2024 annual report, page 215, do not align with the accounting treatment. In the regulatory consolidation, exposures to financial sector associates are proportionally consolidated.

INTRODUCTION
CONTINUED

Table 3: Reconciliation of the financial accounting balance sheet to the regulatory scope of consolidation (UK CC2)

£'million	Ref^	Accounting balance sheet	Regulatory balance sheet	Accounting balance sheet	Regulatory balance sheet
		31 March 2024		31 March 2023	
Cash and balances at central banks		5 662	6 116	5 400	5 400
Loans and advances to banks		676	808	893	921
Reverse repurchase agreements and cash collateral on securities borrowed		1 140	1 140	1 339	1 339
Sovereign debt securities		1 928	1 970	1 222	1 222
Bank debt securities		297	797	205	205
Other debt securities		708	708	697	697
Derivative financial instruments		438	397	635	596
Securities arising from trading activities		157	157	128	128
Loans and advances to customers		16 570	16 621	15 568	15 566
Other loans and advances		118	148	143	149
Other securitised assets		67	67	78	78
Investment portfolio		405	418	489	483
Interests in associated undertakings		857	—	52	—
Deferred taxation assets of which:	a	120	133	112	115
– relates to losses carried forward	a	2	2	2	2
Current taxation assets		31	33	34	36
Other assets		740	896	965	695
Property and equipment		73	105	121	122
Goodwill	b	69	373	255	270
Software	b	5	5	9	10
Other acquired intangible assets	b	—	340	41	41
Investment in subsidiary companies		—	71	—	79
Total assets		**30 061**	**31 303**	**28 386**	**28 152**
Deposits by banks		2 174	2 183	2 172	2 172
Derivative financial instruments		473	432	705	669
Other trading liabilities		18	18	28	28
Repurchase agreements and cash collateral on securities lent		85	85	140	140
Customer deposits (deposits)		20 791	21 771	19 122	19 137
Debt securities in issue		1 273	1 273	1 450	1 450
Liabilities arising on securitisation of other assets		72	72	82	82
Current taxation liabilities		9	14	5	8
Deferred taxation liabilities		—	48	—	3
Other liabilities		1 025	1 262	1 232	1 024
Subordinated liabilities of which:		669	685	731	731
– term subordinated debt included in Tier 2 capital	c	669	685	731	731
Total liabilities		**26 589**	**27 843**	**25 667**	**25 444**
Equity					
Ordinary share capital		—	—	—	—
Ordinary share premium		556	556	556	556
Treasury shares		(193)	(193)	(182)	(182)
Other reserves		(311)	(310)	(110)	(108)
Retained income		2 934	2 921	2 179	2 163
Ordinary shareholders' equity		**2 986**	**2 974**	**2 443**	**2 429**
Perpetual preference share capital and premium		25	25	25	25
Shareholders' equity excluding non-controlling interests		**3 011**	**2 999**	**2 468**	**2 454**
Other Additional Tier 1 securities in issue	d	458	458	250	250
Non-controlling interests in partially held subsidiaries		3	3	1	4
Total equity		**3 472**	**3 460**	**2 719**	**2 708**
Total liabilities and equity		**30 061**	**31 303**	**28 386**	**28 152**

^ The alphabetical references provide a mapping of the balance sheet items to elements included in the composition of regulatory own funds (UK CC1) table 6, set out on page 28.

INTRODUCTION
CONTINUED

Mapping of financial statement categories with regulatory risk categories

Table 4 shows how the financial statement categories map to the regulatory risk categories. The carrying value under the regulatory scope of consolidation will not equal the sum of the amounts reported in the regulatory risk categories as some exposures will attract both a CCR and market risk charge. In addition, debt interest rate hedge adjustments will be included in the carrying value under the financial and regulatory scope of consolidation, however, credit adjustments will not be offset against the carrying value under the regulatory scope of consolidation.

The regulatory risk categories are expanded further in table 4 to take into account the key differences between the regulatory exposure value and value reported in the financial statements.

Table 4: Mapping of financial statement categories with regulatory risk categories (UK LI1)

			Carrying values of items*				
£'million**	Carrying values as reported in published financial statements	Carrying value under scope of regulatory con-solidation^	Subject to credit risk framework	Subject to CCR framework	Subject to securitisa-tion framework	Subject to market risk framework	Not subject to capital require-ments or is subject to deduction from capital
31 March 2024							
Assets							
Cash and balances at central banks	5 662	6 116	6 116	—	—	—	—
Loans and advances to banks	676	808	789	19	—	—	—
Reverse repurchase agreements and cash collateral on securities borrowed	1 140	1 140	—	1 140	—	1 140	—
Sovereign debt securities	1 928	1 970	1 970	—	—	—	—
Bank debt securities	297	797	797	—	—	—	—
Other debt securities	708	708	86	—	621	—	1
Derivative financial instruments	438	397	—	397	—	381	—
Securities arising from trading activity	157	157	—	—	—	157	—
Investment portfolio	405	418	418	—	—	—	—
Loans and advances to customers	16 570	16 621	16 619	—	—	—	—
Other loans and advances	118	148	33	—	115	—	—
Other securitised assets	67	67	67	—	—	—	—
Interest in associated undertakings	857	—	—	—	—	—	—
Deferred taxation assets	120	133	131	—	—	—	2
Current taxation asset	31	33	33	—	—	—	—
Other assets	740	896	253	5	—	—	638
Property and equipment	73	105	105	—	—	—	—
Goodwill	69	373	—	—	—	—	373
Software	5	5	—	—	—	—	5
Other acquired intangible assets	—	340	—	—	—	—	340
Investment in subsidiary company	—	71	71	—	—	—	—
Total assets	**30 061**	**31 303**	**27 488**	**1 561**	**736**	**1 678**	**1 359**
Liabilities							
Deposits by banks	2 174	2 183	—	—	—	—	2 183
Derivative financial instruments	473	432	—	432	—	432	—
Other trading liabilities	18	18	—	—	—	18	—
Repurchase agreements and cash collateral on securities lent	85	85	—	85	—	85	—
Customer accounts (deposits)	20 791	21 771	—	—	—	—	21 771
Debt securities in issue	1 273	1 273	—	—	—	—	1 273
Liabilities arising on securitisation of other assets	72	72	—	—	—	—	72
Current taxation liabilities	9	14	—	—	—	—	14
Deferred taxation liabilities	—	48	—	—	—	—	48
Other liabilities	1 025	1 262	—	—	—	—	1 262
Subordinated liabilities	669	685	—	—	—	—	685
Total liabilities	**26 589**	**27 843**	**—**	**517**	**—**	**535**	**27 308**

^ The numbers disclosed in this column do not equal the sum of the amounts reported in the remaining columns as some exposures will attract both a CCR and market risk charges.
* The carrying value is the accounting balance reported in the regulatory risk types and excludes off-balance sheet items.
** Refer to table 2 on page 12 for an explanation of the differences between the financial and regulatory scope of consolidation.

INTRODUCTION
CONTINUED

Table 4: Mapping of financial statement categories with regulatory risk categories (UK LI1) (CONTINUED)

			Carrying values of items*				
£'million**	Carrying values as reported in published financial statements	Carrying value under scope of regulatory con-solidation^	Subject to credit risk framework	Subject to CCR framework	Subject to securitisa-tion framework	Subject to market risk framework	Not subject to capital require-ments or is subject to deduction from capital
31 March 2023							
Assets							
Cash and balances at central banks	5 400	5 400	5 400	—	—	—	—
Loans and advances to banks	893	921	904	17	—	—	—
Reverse repurchase agreements and cash collateral on securities borrowed	1 340	1 340	—	1 340	—	1 340	—
Sovereign debt securities	1 222	1 222	1 222	—	—	—	—
Bank debt securities	205	205	205	—	—	—	—
Other debt securities	697	697	120	—	577	—	—
Derivative financial instruments	634	596	—	595	—	557	—
Securities arising from trading activity	128	128	—	—	—	124	4
Investment portfolio	489	483	483	—	—	—	—
Loans and advances to customers	15 568	15 566	15 566	—	—	—	—
Other loans and advances	143	149	16	—	133	—	—
Other securitised assets	78	78	78	—	—	—	—
Interest in associated undertakings	52	—	—	—	—	—	—
Deferred taxation assets	112	115	113	—	—	—	2
Current taxation asset	34	36	36	—	—	—	—
Other assets	965	695	182	—	—	—	515
Property and equipment	121	122	122	—	—	—	—
Goodwill	255	270	—	—	—	—	270
Software	9	10	—	—	—	—	10
Other acquired intangible assets	41	41	—	—	—	—	41
Investment in subsidiary company	—	79	79	—	—	—	—
Total assets	**28 386**	**28 153**	**24 526**	**1 952**	**710**	**2 021**	**842**
Liabilities							
Deposits by banks	2 172	2 172	—	—	—	—	2 172
Derivative financial instruments	705	669	—	669	—	668	—
Other trading liabilities	28	28	—	—	—	28	—
Repurchase agreements and cash collateral on securities lent	140	140	—	140	—	140	—
Customer accounts (deposits)	19 122	19 137	—	—	—	—	19 137
Debt securities in issue	1 450	1 450	—	—	—	—	1 450
Liabilities arising on securitisation of other assets	82	82	—	—	—	—	82
Current taxation liabilities	5	8	—	—	—	—	8
Deferred taxation liabilities	—	3	—	—	—	—	3
Other liabilities	1 232	1 025	—	—	—	—	1 025
Subordinated liabilities	731	731	—	—	—	—	731
Total liabilities	**25 667**	**25 445**	**—**	**809**	**—**	**836**	**24 608**

^ The numbers disclosed in this column do not equal the sum of the amounts reported in the remaining columns as some exposures will attract both CCR and market risk charges.
* The carrying value is the accounting balance reported in the regulatory risk types and excludes off-balance sheet items.
** Refer to table 2 on page 12 for an explanation of the difference between the financial and regulatory scope of consolidation.

INTRODUCTION
CONTINUED

Differences between the financial and regulatory exposure amounts

Table 5 sets out the main sources of differences between the regulatory exposure amount and the carrying values in the financial statements applying the regulatory scope of consolidation. The key differences are as follows:

- Off-balance sheet amounts and differences due to credit conversion factors (CCFs) – the regulatory exposure amount includes off-balance sheet exposure amounts which are subject to regulatory defined CCFs depending on the maturity and type of exposure
- Differences in valuations – additional valuation adjustments are applied to banking book and trading book assets measured at fair value in order to reflect a prudent valuation. The Group applies the simplified approach when calculating additional valuation adjustments
- Netting rules – under IFRS, in order to net on an accounting basis, a legally enforceable right to set-off the recognised amounts must exist and the entity must have the intention to settle the asset and liability on a net basis, or to realise the asset and settle the liability simultaneously. From a regulatory perspective, it is possible to recognise greater netting, provided the agreements are legally effective and enforceable, including in the event of the bankruptcy or insolvency of the counterparty and the exposures are monitored and controlled on a net basis
- Differences due to the use of CRM techniques – the regulatory exposure takes into account eligible CRM
- Other differences – this includes potential future exposure (PFE) add-ons arising on derivative exposures under the CCR framework, and the IFRS 9 transitional adjustment subject to a risk weight (RW) of 100%
- Market risk differences – the difference is driven by the standardised market risk methodology applied when calculating market risk capital requirements.

Table 5: Main sources of differences between regulatory exposure amounts and carrying values in the financial statements (UK LI2)

		Items subject to:			
£'million^	**Total***	**Credit risk framework**	**Securitisation framework**	**CCR framework**	**Market risk framework**
31 March 2024					
Assets carrying value amount under scope of regulatory consolidation (as per template LI1)	29 944	27 488	736	1 561	1 678
Liabilities carrying value amount under regulatory scope of consolidation (as per template LI1)	535	—	—	517	535
Total net amount under the regulatory scope of consolidation	**29 409**	**27 488**	**736**	**1 044**	**1 143**
Off-balance sheet amounts	3 022	2 974	48	—	
Differences in valuations	(5)	—	—	(5)	
Differences due to different netting rules, other than those already included in row 2	731	—	—	731	
Differences due to the use of credit risk mitigation techniques (CRMs)	(1 628)	(171)	—	(1 457)	
Differences due to credit conversion factors	(1 509)	(1 509)	—	—	
Other differences	497	127	—	370	
Exposure amounts considered for regulatory purposes	**30 517**	**28 909**	**784**	**683**	**184**
31 March 2023					
Assets carrying value amount under scope of regulatory consolidation (as per template LI1)	27 311	24 526	710	1 952	2 021
Liabilities carrying value amount under regulatory scope of consolidation (as per template LI1)	837	—	—	809	836
Total net amount under the regulatory scope of consolidation	**26 474**	**24 526**	**710**	**1 143**	**1 185**
Off-balance sheet amounts	2 952	2 903	49	—	
Differences in valuations	(5)	—	—	(5)	
Differences due to different netting rules, other than those already included in row 2	934	—	—	934	
Differences due to the use of credit risk mitigation techniques (CRMs)	(2 118)	(312)	—	(1 806)	
Differences due to credit conversion factors	(1 358)	(1 358)	—	—	
Other differences	616	259	—	357	
Exposure amounts considered for regulatory purposes	**27 495**	**26 018**	**759**	**623**	**172**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

* The total assets and liabilities carrying value reported under scope of regulatory consolidation (as per template LI1) is reported net of items not subject to capital requirements or subject to a capital deduction.

Risk Management

02

RISK MANAGEMENT

Philosophy and approach to risk management

The Group's comprehensive risk management process involves identifying, quantifying, managing, monitoring, mitigating and reporting the risks associated with each of the businesses to ensure the risks remain within the stated risk appetite.

The Board ensures that there are appropriate resources to manage the risks arising from running our businesses.

The DLC BRCC (comprising both Executive and Non-Executive Directors) is the Board mandated committee to monitor and oversee risk. The DLC BRCC meets at least five times per annum and recommends the overall risk appetite for the Investec Group to the Board for approval.

We monitor and control risk exposure through independent credit, market, liquidity, operational, legal, internal audit, capital and compliance teams. This approach is core to assuming a tolerable risk and reward profile, helping us to pursue controlled growth across our business.

Group risk management operates within an integrated but geographical and divisional structure, in line with our management approach, ensuring that the appropriate processes are used to address all risks across the Group.

There are specialist divisions in the UK and smaller risk divisions in other regions tasked with promoting sound risk management practices.

Risk management units are locally responsive yet globally aware. This helps to ensure that all initiatives and businesses operate within our defined risk parameters and objectives. We continually seek new ways to enhance risk management techniques.

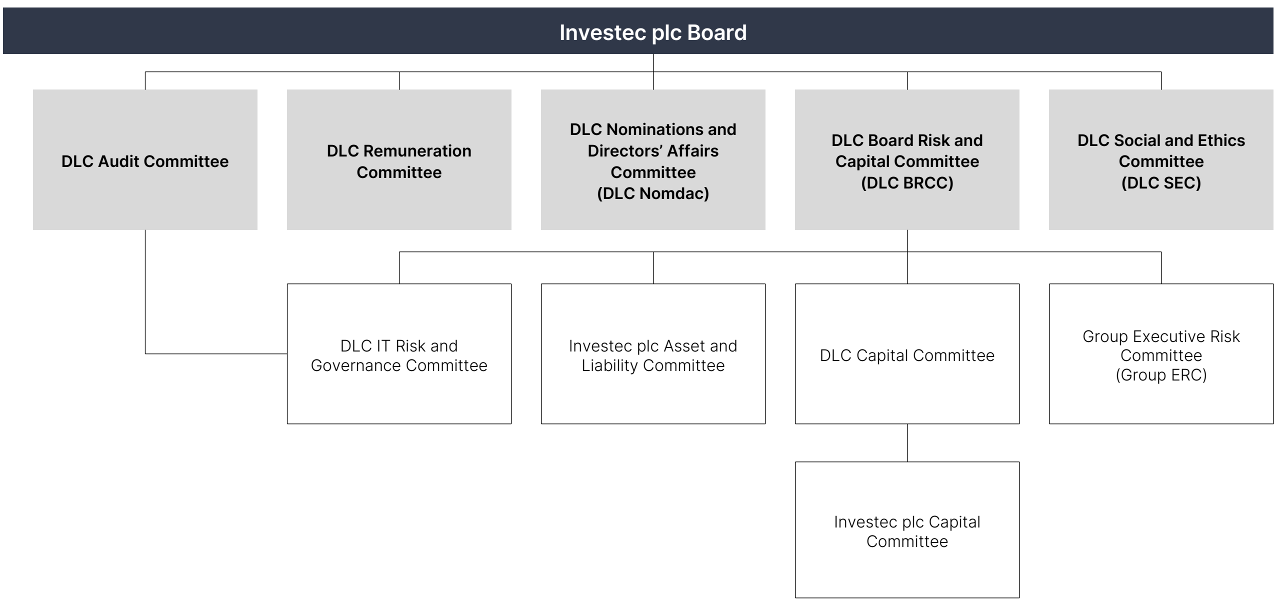
We believe that the risk management systems and processes we have in place are adequate to support the Group's strategy and allow the Group to operate within its risk appetite tolerance.

Group risk management objectives are to:

- Ensure adherence to our risk management culture
- Support the long-term sustainability of the Group by providing an established, independent framework for identifying, evaluating, monitoring and mitigating risk with good customer outcomes
- Set, approve and monitor adherence to underlying risk parameters and limits across the Group and ensure they are implemented and adhered to consistently within the Board-approved risk appetite
- Aggregate and monitor exposure across risk classes
- Coordinate risk management activities across the organisation, covering all legal entities and jurisdictions
- Give the Board reasonable assurance that the risks the Group is exposed to are identified and appropriately managed and controlled
- Resource risk teams suitably and with appropriate expertise and facilitate operating independence
- Establish appropriate risk committees to provide oversight and assurance to the Board as mandated
- Maintain compliance in relation to regulatory requirements.

Risk management framework, committees and forums

A number of committees and forums identify and manage risk at Group level, as shown in the diagram below. These committees and forums, mandated by the Board, operate together with Group risk management, the IBP Board and sub-committees within respective operating jurisdictions. The Board of IBP, our regulated banking subsidiary, is responsible for the statutory matters, corporate governance and compliance with the applicable legislation and governance requirements within jurisdictions of operation. The Board and Board committees of IBP report to the Board and the Board committees of the Group with the interconnection between the respective Board committees supported by the membership or attendance of the chairman of the Group Board committee at the respective subsidiary Board committees.



RISK MANAGEMENT
CONTINUED

An overview of the principal risks relating to our operations

The most material and significant risks we face, which the Board and senior management believe could have an impact on our operations, financial performance, viability and prospects are summarised below with further information pertaining to the management and monitoring of these principal risks shown in the references provided.

The Board, through its various committees, has performed a robust assessment of these principal risks and regular reporting of these risks is made to the Board. The Board recognises that, even with sound appetite and judgement, extreme events can happen which are completely outside of the Board's control. It is, however, necessary to assess these events and their impact and how they may be mitigated by considering the risk appetite framework. It is the Group's policy to regularly conduct multiple stress testing scenarios (including reverse stress testing) which, in theory, test extreme but plausible events and from that, assess and plan what can be done to mitigate the potential outcome.

An addition to the principal risks, emerging risks continue to be reviewed and assessed. These emerging risks are evaluated for their inherent risk level and potential impact on the Group's operations, financial performance, viability, and prospects. Mitigation measures are considered to address these risks, taking into account their potential influence on the principal risks.

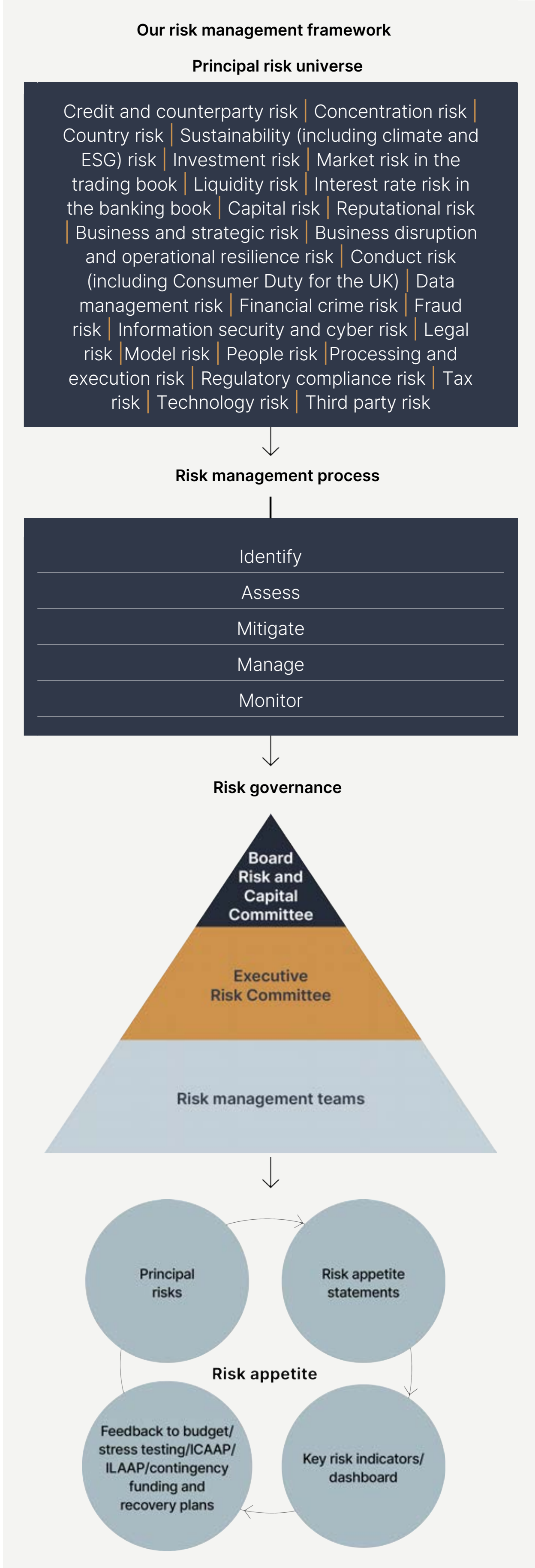
A number of these risks are beyond the Group's control and are considered in our capital plans, stress testing analyses and budget processes, where applicable.

The Group's stress testing framework is well embedded in its operations and is designed to identify and regularly test the Group's key vulnerabilities under stress. A fundamental part of the stress testing process is a full and comprehensive analysis of the Group's material business activities, incorporating views from risk, the business units and the executive – a process called the 'bottom-up' analysis. Resulting from the 'bottom-up' analysis, the Investec-specific stress scenarios are designed to specifically test the unique attributes of the Group's portfolio.

The key is to understand the potential threats to our sustainability and profitability and thus a number of risk scenarios are developed and assessed.

These Investec-specific stress scenarios form an integral part of our capital planning process and IFRS 9 reporting. The stress testing process also informs the risk appetite review process and the management of risk appetite limits and is a key risk management tool of the Group. Reverse stress tests are conducted to stress the Group's business plan to failure and consider a broad variety of extreme and remote events. These processes allow the Group to proactively identify underlying risks and manage them accordingly.

The Group has a strong and embedded risk and capital management culture with policies, processes and systems in place to address these principal risks. Risk awareness, governance, controls and compliance are embedded in all our day-to-day activities through a levels of defence model.



RISK MANAGEMENT
CONTINUED

The levels of defence model is applied as follows:

- **Level 1** – Business unit management: responsible for identifying and managing risks inherent in the products, activities, processes and systems for which it is accountable and escalating risk events where necessary
- **Level 2** – Independent risk and compliance functions: responsible for building and embedding risk frameworks, challenging the business lines' inputs to, and outputs from, the Group's risk management, risk measurement and reporting activities
- **Level 3** – Independent internal audit: responsible for reviewing and testing the application and effectiveness of risk management procedures and practices.

Risk appetite framework

The Group has a number of Board-approved risk appetite statements and policy documents covering our risk appetite and approach to our principal aspects of risk. The risk appetite statements and frameworks for Investec plc set out the Board's mandated risk appetite. The risk appetite statements ensure that limits/targets are applied and monitored across all key operating jurisdictions and legal entities. The risk appetite frameworks act as a guide to determine the acceptable risk profile of the Group.

The risk appetite frameworks are a function of business strategy, budget and capital processes, our stress testing reviews and the regulatory and economic environment in which the Group is operating. The Group follows both a top-down and bottom-up approach. The risk appetite frameworks are reviewed (in light of the above aspects) and approved by the Board at least annually or as business needs dictate.

A documented process exists where our risk profile is measured against our risk appetite and this positioning is presented to the Board. In the section that follows, the Group's high-level summary of overall risk appetite and positioning has been detailed against the respective principal risks.

The Board, through its various committees, has performed a robust assessment of these principal risks and regular reporting of these risks is made to the Board.

Please refer to page 31 of the Investec plc annual report 2024 for full details of all principal risks. Principal risks are summarised in the section which follows.

Emerging and other risks are factored into the IBP and Investec plc Boards' viability assessments. For more information on these assessments refer to page 60 of the Investec plc 2024 annual report 2024 and page 105 of the IBP 2024 annual report.

Credit and counterparty risk

Credit and counterparty risk is defined as the risk arising from an obligor's (typically a client or counterparty) failure to meet the terms of any agreement thereby resulting in a loss to the Group, arising when funds are extended, committed, invested, or otherwise exposed through contractual agreements, whether reflected on- or off-balance sheet

Monitoring and mitigation activities

- Independent credit committees exist in the UK which also have oversight of regions where we assume credit risk. These committees operate under Board-approved delegated limits, policies and procedures
- There is a high level of executive involvement in decision-making with non-executive review and oversight
- The Group's credit exposures are to a select target market comprising high-income and high net worth individuals, established corporates, small and medium-sized enterprises, financial institutions and sovereigns
- Our risk appetite continues to favour lower risk, income-based lending with exposures well collateralised and credit risk taken over a short to medium term
- Investec has a limited appetite for unsecured debt, thus the CRM technique most commonly used is the taking of collateral, with a strong preference for tangible assets
- Portfolio reviews (including stress testing analyses) are undertaken on all material businesses, where the portfolios are analysed to assess any migration in portfolio quality, highlight any vulnerabilities, identify portfolio concentrations and make appropriate recommendations, such as a reduction in risk appetite limits or specific exposures.

RISK MANAGEMENT CONTINUED

Concentration risk

Concentration risk refers to the risk that could arise from a single client or counterparty, group of connected counterparties, or from a particular geography, asset class, supplier or industry. Concentration risk may occur when counterparties are mutually affected by similar economic, legal, regulatory or other factors which could hinder their ability to meet contractual obligations

Monitoring and mitigation activities

- As a matter of course, concentration risk is well managed and exposures are well spread across geographies, asset classes and industries
- We target a diversified funding base, avoiding undue concentrations by investor type, maturity, market source, instrument and currency
- Consideration is given to concentration risk when assessing outsourcing and third parties, both within the business and across the financial sector systemically
- We target a diversified loan portfolio, lending to clients we know and understand. Credit and counterparty risk is always assessed with reference to the aggregate exposure to a single counterparty or group of related parties to manage concentration risk. In order to manage concentration, we will consider a sell-down of exposures to market participants if required
- Concentration risk can also exist where loan maturities are clustered to single periods in time. Loan maturities are monitored on a portfolio and a transaction level.

Country risk

Country risk refers to the risk of lending to a counterparty operating in a particular country or the risk inherent in a sovereign exposure, i.e. the risk of exposure to loss caused by events in that country. Country risk covers all forms of lending or investment activity whether to/with individuals, corporates, banks or governments

Monitoring and mitigation activities

- Exposures are only to politically stable jurisdictions that we understand and have preferably operated in before
- The legal environment should be tested, have legal precedent in line with the Organisation for Economic Co-operation and Development standards and have good corporate governance
- In certain cases, we may make use of political risk insurance to mitigate exposure where deemed necessary.

Sustainability risk (including climate and ESG)

The risk that our lending and investment activities give rise to unintended climate, environmental, social and economic consequences

Monitoring and mitigation activities

- Investec has a holistic approach to sustainability, and supports the precautionary approach to sustainability management, guided by international best practices regarding the responsibilities of the financial sector in financing and investing transactions
- This approach runs beyond recognising the Group's own footprint on the environment and is based on a broader responsibility to the environment and society
- We recognise the complexity and urgency of climate change. We are committed to supporting the transition to a clean and energy efficient world while preserving our planet and the wellbeing of our people
- The Group Environmental, social and governance (ESG) Executive Committee, mandated by the Group's Executive Directors, reports relevant sustainability-related matters to the DLC SEC and Group Executive Risk Committee (ERC). The main objectives of the committee are to coordinate sustainability-related efforts across geographies and businesses
- Accordingly, sustainability risk considerations are considered by the relevant credit committee or investment committee when making lending or investment decisions
- Investec's climate change position statement stems from the belief that one of the greatest socio-economic impacts we can have is to partner with our clients and stakeholders to accelerate a cleaner, more resilient and inclusive world
- Our environmental policy considers the risks and opportunities that climate change and nature degradation present to the global economy
- We have linked sustainability-related metrics and key performance indicators to Executive Director compensation.

RISK MANAGEMENT
CONTINUED

Investment risk

Investment risk arises where the Group invests in unlisted companies and select property investments, as well as certain listed investments (predominantly relating to Ninety One) with risk taken directly on the Group's balance sheet

Monitoring and mitigation activities

- Independent credit and investment committees in the UK provide oversight of regions where we assume investment risk
- Risk appetite limits and targets are set to limit our exposure to equity and investment risk
- As a matter of course, concentration risk is avoided and investments are well spread across geographies and industries.

Market risk in the trading book

Traded market risk is the risk of potential value changes in the trading book as a result of changes in market factors such as interest rates, equity prices, commodity prices, exchange rates, credit spreads and the underlying volatilities where derivatives are traded. The trading book is defined as positions in financial instruments and commodities, including derivative products and other off-balance sheet instruments that are held within the trading businesses

Monitoring and mitigation activities

- To identify, measure, monitor and manage market risk, we have independent market risk management teams in our core geographies where we assume market risk
- The focus of our trading activities is primarily to support our clients. Our strategic intent is that proprietary trading should be limited and that trading should be conducted largely to facilitate client flow
- Within our trading activities, we act as principal with clients or the market. Market risk exists where we have taken on principal positions resulting from market making, underwriting and facilitation of client business in the foreign exchange, interest rate, equity, credit and commodity markets
- Measurement techniques used to quantify market risk arising from our trading activities include sensitivity analysis, Value at Risk (VaR), stressed VaR (sVaR), expected shortfall (ES) and extreme value theory (EVT). Stress and scenario analyses are used to add insight to possible outcomes under severe market disruptions.

Liquidity risk

Liquidity risk refers to the possibility that, despite being solvent, we have insufficient capacity to fund increases in assets or are unable to meet our payment obligations as they fall due, in normal and stressed conditions. This includes repaying depositors or maturing wholesale debt. This risk arises from mismatches in the timing of cash flows, and is inherent in all banking operations and can be impacted by a range of institution-specific and market-wide events

Monitoring and mitigation activities

- Our banking entity in the UK is ring-fenced from the Investec Group's banking entity in South Africa and is required to meet the UK regulatory liquidity requirements
- Each geographic entity must be self-sufficient from a funding and liquidity standpoint
- Investec plc undertakes an annual Internal Liquidity Adequacy Assessment Process (ILAAP) which documents the approach to liquidity management across the firm, including IBP (solo basis). This document is reviewed and approved by IBP BRCC, DLC BRCC and by the IBP and DLC Boards
- We maintain a liquidity buffer in the form of unencumbered cash, government or rated securities (typically eligible for repurchase with the central bank), and near cash well in excess of the regulatory requirements as protection against unexpected disruptions in cash flows. We maintain a prudent approach to the mix of instruments in the liquidity buffer to ensure it is available when and where required, taking into account regulatory, legal and other constraints
- Daily liquidity stress tests are carried out in order to help accurately measure the liquidity profile and ensure that in the absence of market or funding liquidity during periods of stress, we would continue to meet our obligations
- The maintenance of sustainable prudent liquidity resources takes precedence over profitability
- We target a diversified funding base, avoiding undue concentrations by investor type, maturity, market source, instrument and currency
- Our core loans must be fully funded by stable funding
- The Group does not rely on committed funding lines for protection against unforeseen interruptions to cash flow
- The balance sheet risk management teams independently monitor key daily funding metrics and liquidity ratios to assess potential risks to the liquidity position, which further act as early warning indicators of potential normal market disruptions
- Investec plc maintains a contingency funding and recovery plan designed to protect depositors, creditors and shareholders and maintain market confidence during adverse liquidity conditions. This document is reviewed and approved by IBP BRCC, DLC BRCC and by the IBP and DLC Boards.

RISK MANAGEMENT
CONTINUED

Interest rate risk in the banking book (IRRBB)

IRRBB arises from the impact of adverse movements in interest rates on both net interest earnings and economic value of equity (EVE). IRRBB is an inherent consequence of conducting banking activities, and arises from the provision of retail and wholesale (non-trading) banking products and services

Monitoring and mitigation activities

- The daily management of IRRBB is centralised within the Treasury of each banking entity and is subject to local independent risk and local Asset and Liability Committee (ALCO) review
- Together with the business, the treasurers develop strategies regarding changes in the volume, composition, pricing and interest rate characteristics of assets and liabilities to mitigate the interest rate risk and ensure a high degree of net interest margin stability over an interest rate cycle. These are presented, debated and challenged in the Liability Product and Pricing Forum and ALCO
- Each banking entity has its own Board-approved IRRBB policy and risk appetite, which is clearly defined in relation to both income risk and economic value (EV) risk
- These policies dictate that long-term (>one year) IRRBB is materially eliminated. Where natural hedges between banking book items do not suffice to reduce the exposure within defined limits, interest rate swaps are used to transform fixed rate assets and liabilities into variable rate items
- IRRBB is measured and analysed by utilising standard tools of traditional interest rate repricing mismatch and net present value (NPV) sensitivity to changes in interest rate risk factors.

Capital risk

The risk that we do not have sufficient capital to meet regulatory requirements or that capital is inefficiently deployed across the Group

Monitoring and mitigation activities

- Investec plc's approach to capital management utilises both regulatory capital as appropriate to the jurisdiction in which it operates and internal capital, which is an internal risk-based assessment of capital requirements
- A detailed assessment of the regulatory and internal capital position is undertaken on an annual basis and is documented in the ICAAP. The ICAAP is reviewed by PLC and DLC Capital Committees before being recommended for approval to DLC BRCC and the Board
- The determination of target capital is driven by our risk profile, strategy and risk appetite, taking into account the regulatory and market factors applicable to the Group
- At the most fundamental level, we seek to balance our capital consumption between prudent capitalisation in the context of the Group's risk profile and optimisation of shareholder returns
- Our internal capital framework is designed to manage and achieve this balance
- The framework has been approved by the Board. The Investec plc Capital Committee is responsible for assisting the DLC Capital Committee (mandated by DLC BRCC) for the oversight and management of capital and leverage
- The leverage ratio is considered and monitored as part of the capital management framework.

Reputational risk

Reputational risk is damage to our reputation, name or brand. Reputational risk is often associated with strategic decisions made and also arises as a result of other risks manifesting and not being appropriately mitigated or managed

Monitoring and mitigation activities

- We have various policies and practices to mitigate and/or manage reputational risk, including strong values that are regularly and proactively reinforced
- Reputational risk is mitigated and/or managed as much as possible through detailed processes and governance/escalation procedures from business units to the Board, and from regular, clear communication with shareholders, customers and all stakeholders
- The Group has a disclosure and market communications policy which is reviewed and approved annually by Group ERC and DLC BRCC.

RISK MANAGEMENT
CONTINUED

Business and strategic risk

Business and strategic risk relates to external market factors that can create income volatility

Monitoring and mitigation activities

- The risk of loss caused by income volatility is mitigated through diversification of income sources, reducing concentration of income from any one type of business or geography and maintaining a flexible cost base
- Group strategy is directed towards generating and sustaining a diversified income base for the Group
- In the instance where income falls, we retain the flexibility to reduce costs (particularly variable remuneration), thereby maintaining a competitive cost to income ratio.

Operational risk

Operational risk is defined as the potential or actual impact to the Group as a result of failures relating to internal processes, people, systems or from external events. The impact can be financial as well as non-financial such as customer detriment, reputational or regulatory consequences

Monitoring and mitigation activities

- The Group manages operational risk through an embedded operational risk management framework
- Operational risk sub-types which are significant in nature are managed by dedicated specialist teams within the Group. These operational risk sub-types are addressed in specific, detailed risk policies and procedures, but are included within the operational risk management framework and are reported and monitored within the operational risk appetite. These sub-types include:
  - Business disruption and operational resilience risk
  - Conduct risk (including Consumer Duty)
  - Data management risk
  - Financial crime risk
  - Fraud risk
  - Information security and cyber risk
  - Legal risk
  - Model risk
  - People risk
  - Physical safety and security risk
  - Processing and execution risk
  - Regulatory compliance risk
  - Tax risk
  - Technology risk
  - Third party risk.

Capital adequacy and leverage

03

CAPITAL ADEQUACY AND LEVERAGE

Capital management

Philosophy and approach

The Group's approach to capital management utilises both regulatory capital as appropriate to the jurisdiction in which it operates and internal capital, which is an internal risk-based assessment of capital requirements. Capital management primarily relates to management of the interaction of both, with the emphasis on regulatory capital for managing portfolio level capital sufficiency and on internal capital for ensuring that returns are appropriate given the level of risk taken at an individual transaction or business unit level.

In line with our risk appetite framework we intend to maintain a sufficient level of capital to satisfy regulatory requirements and our internal target ratios.

The determination of target capital is driven by our risk profile, strategy and risk appetite, taking into account the regulatory and market factors applicable to the Group. At the most fundamental level, we seek to balance our capital consumption between prudent capitalisation in the context of the Group's risk profile and optimisation of shareholder returns. Our internal capital framework is designed to manage and achieve this balance.

The internal capital framework is based on the Group's risk identification, review and assessment processes and is used to provide a risk-based approach to capital allocation, performance and structuring of our balance sheet. The objectives of the internal capital framework are to quantify the minimum capital required to:

- Maintain sufficient capital to satisfy the Board's risk appetite across all risks faced by the Group
- Provide protection to depositors against losses arising from risks inherent in the business
- Provide sufficient capital surplus to ensure that the Group is able to retain its going concern basis under relatively severe operating conditions
- Inform the setting of minimum regulatory capital through the ICAAP and subsequent SREP review
- The ICAAP documents the approach to capital management, including the assessment of the regulatory and internal capital position of the Bank (solo-consolidation level) and the Investec plc consolidation Group. The ICAAP is reviewed and approved by IBP, Investec plc and DLC Capital Committees and in parallel by IBP BRCC, DLC BRCC and the IBP and the Investec plc Boards.

The IBP and Investec plc Capital Committees seek to optimise the balance sheet such that capital held is in excess of internal capital requirements. Internal capital performs a critical role in:

- Investment decision-making and pricing that is commensurate with the risk being taken
- Allocating capital according to the optimal expected marginal risk-based return, and tracking performance on this basis
- Determining transactional risk-based returns on capital
- Rewarding performance, taking into account the relative levels of risk adopted by forming a basis for the determination of economic value added at a transactional level, and hence the basis for discretionary variable remuneration
- Comparing risk-based performance across business areas.

The framework has been approved by the IBP and Investec plc Boards and is managed by the IBP and Investec plc Capital Committees, which are responsible for oversight of the management of capital on a regulatory and an internal capital basis.

In order to achieve these objectives, the internal capital framework describes the following approach to the integration of risk and capital management.

Risk modelling and quantification (internal capital)

Internal capital requirements are quantified by analysis of the potential impact of key risks to a degree consistent with our risk appetite. Internal capital requirements are supported by the Board-approved risk assessment process described above. Quantification of all risks is based on analysis of internal data, management expertise and judgement, and external benchmarking.

The following risks are included within the internal capital framework and quantified for capital allocation purposes:

- Credit and counterparty risk, including:
  - underlying counterparty risk
  - concentration risk
  - securitisation risk
- Market risk
- Equity and Investment risk held in the banking book
- Interest rate risk in the banking book
- Operational risk, which covers a range of independent risks including, but not limited to business disruption and operational resilience, conduct, data management, financial crime, fraud, information security and cyber, legal, model, people, physical security and safety, processing and execution, regulatory compliance, tax, technology and third party risk.

For portfolios where an internal capital model has not yet been developed or is undergoing approval, the Group applies the Pillar 1 SA capital requirement as the internal capital requirement.

The specific risks covered are assessed dynamically through constant review of the underlying business environment.

Capital planning and stress/scenario testing

A capital plan is prepared for IBP and Investec plc and is maintained to facilitate discussion of the impact of business strategy and market conditions on capital adequacy. This plan is designed to assess capital adequacy under a range of economic and internal conditions over the medium term (three years), with the impact on earnings, asset growth, risk appetite and liquidity considered. The plan provides the IBP and Investec plc Boards with an input into strategy and the setting of risk appetite by considering business risks and potential vulnerabilities, capital usage and funding requirements given constraints where these exist.

Capital plans are prepared and presented to the Capital Committees on a monthly basis. The plans are updated with the actual month-end position and forecast out to the end of the fiscal year, taking into account updated profit and loss and asset growth forecasts.

The goal of capital planning is to provide insight into potential sources of vulnerability of capital adequacy by way of market, economic or internal events. As such, the three-year capital plans are stressed based on conditions most likely to cause Investec plc duress. The conditions are agreed by the IBP, Investec plc and DLC Capital Committee after the key vulnerabilities have been determined through the stress testing workshops. Such plans are used by management to formulate

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

balance sheet strategy and agree management actions, trigger points and influence the determination of our risk appetite. The output of capital planning allows senior management to make decisions to ensure that IBP and the Group continue to hold sufficient capital to meet regulatory and internal capital targets. On certain occasions, especially under stressed scenarios, management may plan to undertake a number of actions. Assessment of the relative merits of undertaking various actions is then considered using an internal view of relative returns across portfolios which are themselves based on internal assessments of risk and capital.

Our capital plans are designed to allow senior management and the Board Committees to review:

- Changes to capital demand caused by implementation of agreed strategic objectives, including the creation or acquisition of new businesses, or as a result of the manifestation of one or more of the risks to which we are potentially susceptible to:
  - The impact on profitability of current and future strategies
  - Required changes to the capital structure
  - The impact of implementing a proposed dividend strategy
  - The impact of future regulatory change
  - The impact of alternate market or operating conditions on any of the above.

At a minimum level, each capital plan assesses the impact on our capital adequacy in an expected case and in downturn scenarios. On the basis of the results of this analysis, the Capital Committees, BRCCs and Boards are presented with the potential variability in capital adequacy and are responsible, in consultation with the Board, for considering the appropriate response.

Reverse stress testing is performed annually as part of the ICAAP process.

Pricing and performance measurement

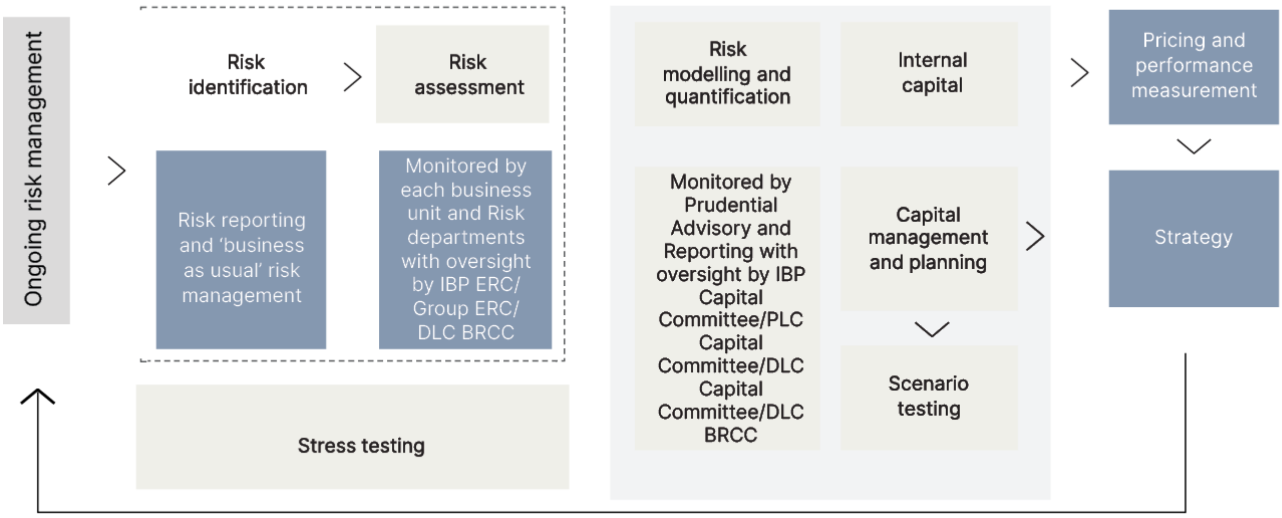
The use of internal capital as an allocation tool means that all transactions are considered in the context of their contribution to return on risk-adjusted capital. This ensures that expected returns are sufficient after recognition of the inherent risk generated for a given transaction. This approach allows us to embed risk and capital discipline at the level of deal initiation. Using expectations of risk-based returns as the basis for pricing and deal acceptance ensures that risk management retains a key role in ensuring the portfolio is appropriately managed for that risk.

In addition to pricing, returns on internal capital are monitored and relative performance is assessed on this basis.

Assessment of performance in this way is a fundamental consideration used in setting strategy and risk appetite as well as rewarding performance.

These processes have been embedded across the business with the process designed to ensure that risk and capital management form the basis for key decisions, at the Bank and Group level, as well as at a transactional level. Responsibility for oversight for each of these processes ultimately falls to the IBP BRCC and DLC BRCC.

The (simplified) integration of risk and capital management



CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Table 6: Composition of regulatory own funds (UK CC1)

Ref^	Common Equity Tier 1 (CET1) capital: instruments and reserves £'million	Ref*	31 March 2024	31 March 2023
1	Capital instruments and the related share premium accounts		556	556
	of which: Ordinary shares (including share premium)		556	556
2	Retained earnings		2 690	1 806
3	Accumulated other comprehensive income (and other reserves)		(136)	194
6	**Common Equity Tier 1 (CET1) capital before regulatory adjustments**		**3 110**	**2 556**
	Common Equity Tier 1 (CET1) capital: regulatory adjustments			
7	Additional value adjustments (negative amount)		(5)	(5)
8	Intangible assets (net of related tax liability) (negative amount)	a**b	(671)	(312)
10	Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability where the conditions in Article 38 (3) CRR are met) (negative amount)	a	(2)	(2)
11	Fair value reserves related to gains or losses on cash flow hedges of financial instruments that are not valued at fair value		(18)	(28)
15	Defined-benefit pension fund assets (negative amount)		(3)	—
16	Direct, indirect and synthetic holdings by an institution of own CET1 instruments (negative amount)		(193)	(182)
UK-20a	Exposure amount of the following items which qualify for a RW of 1 250%, where the institution opts for the deduction alternative		(1)	(4)
UK-20c	of which: securitisation positions (negative amount)		(1)	(4)
27a	Other regulatory adjustments to CET1 capital (including IFRS 9 transitional adjustments when relevant)		20	49
28	**Total regulatory adjustments to Common Equity Tier 1 (CET1)**		**(873)**	**(484)**
29	**Common Equity Tier 1 (CET1) capital**		**2 237**	**2 071**
	Additional Tier 1 (AT1) capital: instruments			
30	Capital instruments and the related share premium accounts	d	458	250
31	of which: classified as equity under applicable accounting standards	d	458	250
36	Additional Tier 1 (AT1) capital before regulatory adjustments		458	250
44	**Additional Tier 1 (AT1) capital**		**458**	**250**
45	**Tier 1 capital (T1 = CET1 + AT1)**		**2 695**	**2 321**
	Tier 2 (T2) capital: instruments			
46	Capital instruments and the related share premium accounts***	c	712	694
48	Qualifying own funds instruments included in consolidated T2 capital (including minority interests and AT1 instruments not included in rows 5 or 34) issued by subsidiaries and held by third parties	c	—	45
51	Tier 2 (T2) capital before regulatory adjustments		712	739
	Tier 2 (T2) capital: regulatory adjustments			
57	**Total regulatory adjustments to Tier 2 (T2) capital**		—	—
58	**Tier 2 (T2) capital**		**712**	**739**
59	**Total capital (TC = T1 + T2)**		**3 407**	**3 060**
60	**Total Risk exposure amount**		**18 509**	**17 767**

^ The references identify the lines prescribed in the PRA template. Lines represented in this table are those lines which are applicable and have a value assigned to it. All other lines have been suppressed.
* The alphabetical references identify balance sheet components in table 3 - Reconciliation of the financial accounting balance sheet to the regulatory scope of consolidation (UK CC2) which are used in the calculation of regulatory capital.
** Deferred tax liabilities on intangible assets are included as a negative component of the deferred tax asset amount on the balance sheet.
*** Line 46 includes £17 million of subordinated liabilities arising from the proportional consolidation of the Group's 41.25% interest in Rathbones.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Table 6: Composition of regulatory own funds (UK CC1) (CONTINUED)

Ref^	£'million	31 March 2024	31 March 2023
	Capital ratios and buffers		
61	Common Equity Tier 1 (as a percentage of total risk exposure amount)	12.1%	11.7%
62	Tier 1 (as a percentage of total risk exposure amount)	14.6%	13.1%
63	Total capital (as a percentage of total risk exposure amount)	18.4%	17.2%
64	Institution CET1 overall capital requirement (CET1 requirement in accordance with Article 92(1) CRR, plus additional CET1 requirement which the institution is required to hold in accordance with point (a) of Article 104(1) CRD, plus combined buffer requirement in accordance with Article 128(6) CRD) expressed as a percentage of risk exposure amount)	8.6%	7.9%
65	of which: capital conservation buffer requirement	2.5%	2.5%
66	of which: countercyclical buffer requirement	1.3%	0.6%
68	Common Equity Tier 1 available to meet buffers (as a percentage of risk exposure amount)	7.3%	6.8%
	Amounts below the thresholds for deduction (before risk weighting)		
72	Direct and indirect holdings of own funds and eligible liabilities of financial sector entities where the institution does not have a significant investment in those entities (amount below 10% threshold and net of eligible short positions)	69	70
73	Direct and indirect holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount below 17.65% thresholds and net of eligible short positions)	169	183
75	Deferred tax assets arising from temporary differences (amount below 17.65% threshold, net of related tax liability where the conditions in Article 38(3) CRR are met)	62	60

^ The references identify the lines prescribed in the PRA template. Lines represented in this table are those lines which are applicable and have a value assigned to it. All other lines have been suppressed.

During the year under review, Investec plc complied with the capital adequacy requirements imposed on it by the PRA. Investec plc continues to hold capital in excess of all the capital and buffer requirements. At 31 March 2024, the CET1 ratio increased to 12.1% from 11.7% at 31 March 2023. CET1 capital increased by £166 million to £2.2 billion, mainly as a result of CET1 capital generation of £706 million through profit after taxation. The increase is partially offset by:

- An increase of £359 million in the goodwill and intangible asset deduction (net of deferred taxation liability) arising mainly on the IW&I UK and Rathbones combination, with £56 million of the increase attributable to the Group's acquisition of a majority interest in Capitalmind
- Dividends paid to ordinary shareholders and AT1 security holders of £117 million
- A net decrease in other comprehensive income of £12 million, which includes the fair value decrease in our investment in Ninety One and the reversal of the cash flow hedge reserve which is not recognised in CET1 capital
- A decrease of £29 million in the IFRS 9 transitional add-back adjustment
- An increase in the treasury shares of £10 million.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Regulatory capital instruments

Regulatory capital is divided into three main categories, namely CET1, AT1 and T2 capital and comprises the following:

- CET1 capital comprises shareholders' equity and related eligible non-controlling interests after giving effect to deductions for disallowed items (for example, goodwill and intangible assets) and other adjustments
- AT1 capital includes qualifying capital instruments that are capable of being fully and permanently written down or converted into CET1 capital at the point of non-viability of the Group, and related eligible non-controlling interests
- T2 capital comprises qualifying subordinated debt and related eligible non-controlling interests.

Table 7 provides a description of the terms and conditions of all capital instruments, including an indication of which instruments are not CRD IV compliant and are subject to transitional arrangements.

Table 7: Main features of regulatory own funds instruments (UK CCA)

Ref^	Terms and conditions	Ordinary shares	Fixed rate reset perpetual AT1 write down capital securities	Fixed rate reset perpetual AT1 write down capital securities	Subordinated callable fixed rate resettable medium term notes	Subordinated callable fixed rate resettable medium term notes	Subordinated loan notes^^
	31 March 2024						
1	Issuer	Investec plc	Investec plc	Investec plc	Investec plc	Investec plc	Rathbones Group plc
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	GB00B17BBQ50	XS2774843408	XS1692045864	XS2538744140	XS2393629311	Company number 01448919
2a	Public or private placement	Public	Public	Public	Public	Public	Private
3	Governing law(s) of the instrument	English Law	English Law	English Law	English Law	English Law	English Law
3a	Contractual recognition of write down and conversion powers of resolution authorities	n/a	Yes	Yes	Yes	Yes	Yes
	Regulatory treatment						
4	Transitional CRR rules	Common Equity Tier 1	Additional Tier 1	Additional Tier 1	Tier 2	Tier 2	Tier 2
5	Post-transitional rules	Common Equity Tier 1	Additional Tier 1	Additional Tier 1	Tier 2	Tier 2	Tier 2
6	Eligible at solo/(sub-) consolidated/ solo and (sub-) consolidated	Consolidated	Consolidated	Consolidated	Consolidated	Consolidated	Consolidated
7	Instrument type (types to be specified by each jurisdiction)	Ordinary shares	Additional Tier 1 instrument	Additional Tier 1 instrument	Tier 2 instruments	Tier 2 instruments	Tier 2 instruments
8	Amount recognised in regulatory capital (as of most recent reporting date)	£202 926	£350 million	£108 million	£346 million	£348 million	£17 million
9	Nominal amount of instrument	£202 926	£350 million	£250 million	£350 million	£350 million	£40 million
9a	Issue price	n/a	100.00%	100.00%	99.24%	99.746%	100.00%
9b	Redemption price	n/a	Redemption at principal amount plus accrued and unpaid interest to date of redemption	Redemption at principal amount plus accrued and unpaid interest to date of redemption	Par plus accrued and unpaid interest	Par plus accrued and unpaid interest	Par
10	Accounting classification	Shareholders' equity	Shareholders' equity	Shareholders' equity	Liability – amortised cost	Liability – amortised cost	Liability – amortised cost
11	Original date of issuance	n/a	28 February 2024	5 October 2017	6 December 2022	4 October 2021	12 October 2021
12	Perpetual or dated	Perpetual	Perpetual	Perpetual	Dated	Dated	Dated
13	Original maturity date	No maturity	No maturity	No maturity	6 March 2033	4 January 2032	12 October 2031
14	Issuer call subject to prior supervisory approval	n/a	Yes	Yes	Yes	Yes	Yes
15	Optional call date, contingent call dates and redemption amount	n/a	Any date from 28 August 2029 to 28 February 2030, subject to supervisory approval; Subject to tax and capital disqualification event at any time; Redemption at principal amount plus accrued and unpaid interest to date of redemption	5 December 2024, subject to supervisory approval; Subject to tax and capital disqualification event at any time; Redemption at principal amount plus accrued and unpaid interest to date of redemption	Any date from 6 December 2027 to 6 March 2028, subject to supervisory approval; subject to tax and regulatory call; redemption at par plus accrued interest	Any date from 4 October 2026 to 4 January 2027, subject to supervisory approval; subject to tax and regulatory call; redemption at par plus accrued interest	Any date from 12 October 2026, subject to supervisory approval

^ The references identify the lines prescribed in the PRA template. Lines represented in this table are those lines which are applicable and have a value assigned to them. All other lines have been suppressed.
^^ £17 million of subordinated loan notes recognised in regulatory own funds arises from the proportional consolidation of the Group's 41.25% strategic interest in Rathbones.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Table 7: Main features of regulatory own funds instruments (UK CCA)
(CONTINUED)

Ref ^	Terms and conditions	Ordinary shares	Fixed rate reset perpetual AT1 write down capital securities	Fixed rate reset perpetual AT1 write down capital securities	Subordinated callable fixed rate resettable medium term notes	Subordinated callable fixed rate resettable medium term notes	Subordinated loan notes^^
	31 March 2024						
	Regulatory treatment continued						
16	Subsequent call dates, if applicable	n/a	Any date in the six months prior to each 5 year anniversary following 28 February 2030	On each quarterly interest payment date after first call	n/a	n/a	Annually after first call
	Coupons/dividends						
17	Fixed or floating dividend/coupon	Floating	Fixed	Fixed	Fixed	Fixed	Fixed
18	Coupon rate and any related index	n/a	10.50%	6.75%	9.125%	2.625%	5.64%
19	Existence of a dividend stopper	No	No	No	No	No	No
20a	Fully discretionary, partially discretionary or mandatory (in terms of timings)	Fully discretionary	Fully discretionary	Fully discretionary	Mandatory	Mandatory	Mandatory
20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	Fully discretionary	Fully discretionary	Fully discretionary	Mandatory	Mandatory	Mandatory
21	Existence of step up or other incentive to redeem	No	No	No	No	No	No
22	Non-cumulative or cumulative	Non-cumulative	Non-cumulative	Non-cumulative	Cumulative	Cumulative	Cumulative
23	Convertible or non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	n/a	n/a	n/a	n/a	n/a	n/a
25	If convertible, fully or partially	n/a	n/a	n/a	n/a	n/a	n/a
26	If convertible, conversion rate	n/a	n/a	n/a	n/a	n/a	n/a
27	If convertible, mandatory or optional conversion	n/a	n/a	n/a	n/a	n/a	n/a
28	If convertible, specify instrument type convertible into	n/a	n/a	n/a	n/a	n/a	n/a
29	If convertible, specify issuer of instrument it converts into	n/a	n/a	n/a	n/a	n/a	n/a
30	Write-down features	n/a	Yes	Yes	n/a	n/a	No
31	If write-down, write-down trigger(s)	n/a	CET1 ratio of the issuer group has fallen below 7.00% – contractual/point of non-viability – UK PRA statutory	CET1 ratio of the issuer group has fallen below 7.00% – contractual/point of non-viability – UK PRA statutory	n/a	n/a	n/a
32	If write-down, full or partial	n/a	Full	Full	n/a	n/a	n/a
33	If write-down, permanent or temporary	n/a	Permanent	Permanent	n/a	n/a	n/a
34	If temporary write-down, description of write-up mechanism	n/a	n/a	n/a	n/a	n/a	n/a
34a	Type of subordination (only for eligible liabilities)	n/a	n/a	n/a	n/a	n/a	n/a
UK-34 b	Ranking of the instrument in normal insolvency proceedings	1	2	2	3	3	3
35	Position in subordinated hierarchy in liquidation (specify instrument type immediately senior to instrument)	Junior to Additional Tier 1 instrument	Junior to Tier 2 instruments	Junior to Tier 2 instruments	Junior to Senior Unsecured	Junior to Senior Unsecured	Subordinate to senior creditors of the Rathbone plc Group
36	Non-compliant transitioned features	n/a	No	No	No	No	No
37	If yes, specify non-compliant features	n/a	n/a	n/a	n/a	n/a	n/a
37a	Link to full term and conditions of the instrument	Investec plc - Articles of Association	Investec plc - Fixed rate perpetual AT1 write down capital securities	Investec plc - Fixed rate reset perpetual AT1 write down capital securities	Investec plc - Subordinated callable fixed rate resettable medium term notes	Investec plc - Subordinated callable fixed rate resettable medium term notes	Rathbones Group plc Pillar 3 Disclosures 31 December 2023

^ The references identify the lines prescribed in the PRA template. Lines represented in this table are those lines which are applicable and have a value assigned to them. All other lines have been suppressed.
^^ £17 million of subordinated loan notes recognised in regulatory own funds arises from the proportional consolidation of the Group's 41.25% strategic interest in Rathbones.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Overview of risk weighted assets

Table 8: Overview of risk weighted exposure amounts (UK OV1)

		Risk weighted exposure amounts (RWEAs)		Total own fund requirements*
Ref^	**£'million**	**31 March 2024**	31 March 2023	**31 March 2024**
1	Credit risk (excluding CCR)	15 685	14 596	1 255
2	Of which the standardised approach	15 685	14 596	1 255
6	Counterparty credit risk - CCR	397	514	32
7	Of which the standardised approach	348	456	28
UK 8a	Of which exposures to a CCP	7	10	1
UK 8b	Of which credit valuation adjustment - CVA	27	37	2
9	Of which other CCR	15	11	1
15	Settlement risk	—	5	—
16	Securitisation exposures in the non-trading book (after the cap)	120	115	9
18	Of which SEC-ERBA (including IAA)	4	1	—
19	Of which SEC-SA approach	116	114	9
UK 19a	Of which 1 250%/ deduction^^	1	4	—
20	Position, foreign exchange and commodities risks (Market risk)	428	513	34
21	Of which the standardised approach	428	513	34
23	Operational risk	1 879	2 024	150
UK 23b	Of which standardised approach	1 879	2 024	150
24	Amounts below the thresholds for deduction (subject to 250% risk weight) (For information)**	709	656	57
29	**Total**	**18 509**	**17 767**	**1 480**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ Investec plc has chosen to deduct from CET1 capital securitisation positions that attract a RW of 1 250%. Line 19a will not be included in line 16 Securitisation exposures in the non-trading book (after the cap). The deduction is included in table 6 (UK CC1) line UK-20c.
* Total own funds requirements measured at 8% of RWAs.
** The RWAs are already included in total credit risk.

RWAs increased by 4.2% or £742 million to £18.5 billion over the period, predominantly within credit risk RWAs.

Credit risk RWAs, which includes equity risk, increased by £1.1 billion. £270 million of the increase is attributable to RWAs arising on the proportional consolidation of the Group's 41.25% interest in Rathbones net of IW&I UK. The remaining increase reflects asset growth in Project Finance, Growth & Acquisition Finance, Mortgages and Asset Finance.

CCR RWAs (including CVA risk) decreased by £117 million compared to 31 March 2023, primarily driven by a decrease in repurchase agreements and derivative financial instruments.

Market risk RWAs decreased by £85 million, mainly due to a decrease in the collective investment undertaking position risk.

Operational risk RWAs decreased by £145 million to £1.9 billion. The decrease is mainly due to the removal of IW&I UK gross income from the three-year average income calculation. The PRA granted Investec plc permission to remove the discontinued operation from the calculation. The decrease in operational risk RWAs is marginally offset by higher profits and the inclusion of 41.25% of Rathbones' gross income in the RWA calculation.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Leverage ratio

Overview

The new UK leverage ratio framework took effect 1 January 2022. Investec plc is not subject to the minimum leverage ratio requirement of 3.25%, but is subject to a “supervisory expectation” to manage excessive leverage by ensuring the leverage ratio does not fall below 3.25%. For simplicity the same leverage ratio exposure measure and capital measure applies to all UK banks (including the exemption of central bank reserves and will reflect updated international standards).

Governance

As with the governance of capital, the IBP, Investec plc and DLC Capital Committees are responsible for ensuring that the impact of any regulatory changes on the leverage ratio is calculated, analysed and understood at all reporting levels.

The leverage exposure measure is calculated on a monthly and quarterly basis and is presented to these committees on a regular basis. These committees are also responsible for monitoring the risk of excessive leverage.

Table 9: Summary reconciliation of accounting assets and leverage ratio exposures (UK LR1 - LRSum)

Ref^	£'million	31 March 2024	31 March 2023
1	Total assets as per published financial statements	30 061	28 386
2	Adjustment for entities which are consolidated for accounting purposes but are outside the scope of prudential consolidation	1 240	(238)
4	(Adjustment for exemption of exposures to central banks)	(6 116)	(5 400)
8	Adjustment for derivative financial instruments	987	1 184
9	Adjustment for securities financing transactions (SFTs)	50	35
10	Adjustment for off-balance sheet items (i.e. conversion to credit equivalent amounts of off-balance sheet exposures)	1 473	1 552
11	(Adjustment for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital (leverage))	(5)	(5)
12	Other adjustments	(675)	(298)
13	**Total exposure measure**	**27 015**	**25 216**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Table 10: Leverage ratio common disclosure (UK LR2 - LRCom)

		Leverage ratio exposures	
Ref^	**£'million**	**31 March 2024**	31 March 2023
	On-balance sheet exposures (excluding derivatives and SFTs)		
1	On-balance sheet items (excluding derivatives, SFTs, but including collateral)	29 766	26 216
6	(Asset amounts deducted in determining Tier 1 capital (leverage))	(680)	(303)
7	**Total on-balance sheet exposures (excluding derivatives and SFTs)**	**29 086**	**25 913**
	Derivative exposures		
8	Replacement cost associated with SA-CCR derivatives transactions (i.e. net of eligible cash variation margin)	924	1 286
9	Add-on amounts for potential future exposure associated with SA-CCR derivatives transactions	437	451
11	Adjusted effective notional amount of written credit derivatives	21	41
12	(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	0	(1)
13	**Total derivatives exposures**	**1 382**	**1 777**
	Securities financing transaction (SFT) exposures		
14	Gross SFT assets (with no recognition of netting), after adjustment for sales accounting transactions	1 140	1 339
16	Counterparty credit risk exposure for SFT assets	50	35
18	**Total securities financing transaction exposures**	**1 190**	**1 374**
	Other off-balance sheet exposures		
19	Off-balance sheet exposures at gross notional amount	2 974	2 903
20	(Adjustments for conversion to credit equivalent amounts)	(1 501)	(1 351)
22	**Off-balance sheet exposures**	**1 473**	**1 552**
	Capital and total exposure measure		
23	Tier 1 capital (leverage)	2 695	2 321
24	Total exposure measure including claims on central banks	33 131	30 616
UK-24a	(-) Claims on central banks excluded	(6 116)	(5 400)
UK-24b	Total exposure measure excluding claims on central banks	27 015	25 216
	Leverage ratio		
25	Leverage ratio excluding claims on central banks (%)	10.0%	9.2%
UK-25a	Fully loaded ECL accounting model leverage ratio excluding claims on central banks (%)	9.9%	9.0%
UK-25b	Leverage ratio excluding central bank reserves as if the temporary treatment of unrealised gains and losses measured at fair value through other comprehensive income had not been applied (%)	10.0%	9.2%
UK-25c	Leverage ratio including claims on central banks (%)	8.1%	7.6%

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

The Group's leverage ratio increased to 10.0% from 9.2% at 31 March 2023.

T1 capital increased by £374 million. £166 million of the increase is attributable to an increase in CET1 capital, driven by an increase in profit after taxation offset by an increase in the goodwill and intangible asset deduction and other regulatory adjustments. The remaining increase of £208 million arose from the Investec plc liability management exercise which was undertaken in February 2024 and resulted in £142 million of existing Fixed Rate Reset Perpetual AT1 Write Down Capital Securities (callable in December 2024) to be repurchased via a concurrent cash tender and replaced with £350 million of Sterling-denominated Fixed Rate Reset Perpetual AT1 Write Down Capital securities callable in February 2030.

The leverage exposure measure increased by £1.8 billion, of which £626 million has arisen on the proportional consolidation of 41.25% of Rathbones net of IW&I UK with the remaining increase driven by asset growth across multiple balance sheet line items, most notably in loans to customers of £1 billion, sovereign debt securities of £706 million, bank debt securities of £93 million offset by reductions in reverse repurchase agreements and derivative financial instruments of £580 million.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Table 11: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures) (UK LR3 - LRSpl)

		Leverage ratio exposures	
Ref^	**£'million**	**31 March 2024**	31 March 2023
UK-1	**Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:**	**29 766**	**26 216**
UK-2	Trading book exposures	156	128
UK-3	Banking book exposures, of which:	29 610	26 088
UK-4	Covered bonds	202	133
UK-5	Exposures treated as sovereigns	8 169	6 950
UK-6	Exposures to regional governments, MDB, international organisations and PSE not treated as sovereigns	38	35
UK-7	Institutions	1 323	853
UK-8	Secured by mortgages of immovable properties	6 576	6 156
UK-9	Retail exposures	2 241	1 972
UK-10	Corporates	7 172	6 978
UK-11	Exposures in default	467	292
UK-12	Other exposures (e.g. equity, securitisations, and other non-credit obligation assets)	3 422	2 719

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

Capital buffers

Overview

The Group is subject to a CCB and an institution-specific CCyB. As at 31 March 2024 the Group holds a CCB, which must be met with CET1 capital, of 2.5%. The institution-specific CCyB requirement is calculated based on the relevant exposures held in jurisdictions in which a buffer rate has been set. The UK CCyB rate, which is set by the Financial Policy Committee increased to 2% effective 5 July 2023 and remained unchanged at 31 Mach 2024.

Table 12: Amount of institution-specific countercyclical capital buffer (UK CCyB2)

Ref^	**£' million**	**31 March 2024**	31 March 2023
1	Total risk exposure amount	18 509	17 767
2	Institution-specific countercyclical capital buffer rate	1.3%	0.6%
3	**Institution-specific countercyclical capital buffer requirement**	**235**	**111**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

The institution-specific CCyB requirement increased to £235 million from £111 million at 31 March 2023. The majority of the increase is attributable to the UK CCyB rate increase from 1% to 2% in July 2023.

Table 13, which follows, shows the geographical distribution of credit exposures relevant to the calculation of the CCyB.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Table 13: Geographical distribution of credit exposures for the calculation of the countercyclical buffer (UK CCyB1)

		General credit exposure	Relevant credit exposures - Market risk			Own funds requirements						
Ref^	**£'million**	**Exposure value under the standardised approach**	**Sum of long and short position of trading book exposures for SA**	**Securitisation exposure Exposure value for non-trading book**	**Total exposure value**	**Relevant credit risk exposures - Credit risk**	**Relevant credit risk exposures - Market risk**	**Relevant credit risk exposures - Securitisation positions in the non-trading book**	**Total**	**Risk weighted exposure amounts**	**Own funds requirement weights (%)**	**Counter-cyclical capital buffer rate (%)**
	31 March 2024											
10	**Breakdown by country**											
	Cyprus	19	—	—	19	1	—	—	1	16	0.1 %	0.5 %
	Denmark	—	—	—	—	—	—	—	—	—	— %	2.5 %
	France	20	—	—	20	2	—	—	2	20	0.1 %	1.0 %
	Germany	535	4	—	539	42	—	—	42	530	3.4 %	0.8 %
	Hong Kong	49	1	—	50	4	—	—	4	45	0.3 %	1.0 %
	Iceland	1	—	—	1	—	—	—	—	1	— %	2.5 %
	Ireland	391	—	64	455	30	—	1	31	385	2.5 %	0.5 %
	Luxembourg	790	—	—	789	60	—	—	60	746	4.7 %	0.5 %
	Netherlands	438	—	12	451	35	—	—	35	437	2.8 %	1.0 %
	Norway	45	—	—	45	4	—	—	4	45	0.3 %	2.5 %
	Sweden	22	2	—	24	2	—	—	2	24	0.2 %	2.0 %
	United Kingdom	12 289	20	52	12 361	729	1	1	731	9 149	58.2 %	2.0 %
	Total countries with existing CCyB rates > 0%	**14 599**	**27**	**128**	**14 754**	**909**	**1**	**2**	**912**	**11 398**	**72.6 %**	
	Cayman Islands	314	—	343	657	26	—	5	31	384	2.4 %	
	Guernsey	611	—	—	611	41	—	—	41	515	3.3 %	
	Jersey	1 070	—	—	1 070	78	—	—	78	979	6.2 %	
	Singapore	170	—	—	170	13	—	—	13	162	1.0 %	
	Switzerland	263	—	—	263	18	—	—	18	228	1.5 %	
	United States of America	1 143	3	220	1 366	92	—	3	95	1 181	7.5 %	
	Virgin Islands (British)	310	—	—	310	19	—	—	19	243	1.5 %	
	Total countries with own funds requirements weights 1% or above^^	**3 881**	**3**	**563**	**4 447**	**287**	**—**	**8**	**295**	**3 692**	**23.5 %**	
	Total countries with own funds requirements weights below 1% and without an existing CCyB rate	**787**	**2**	**94**	**883**	**49**	**—**	**—**	**49**	**617**	**3.9 %**	
	Total	**19 267**	**32**	**785**	**20 084**	**1 245**	**1**	**10**	**1 256**	**15 707**	**100.0 %**	

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ The countries listed with own funds requirements weights 1% or above all have a countercyclical capital buffer rate of 0% at 31 March 2024.

CAPITAL ADEQUACY AND LEVERAGE
CONTINUED

Table 13: Geographical distribution of credit exposures for the calculation of the countercyclical buffer (UK CCyB1) (CONTINUED)

		General credit exposure	Relevant credit exposures - Market risk			Own funds requirements						
Ref^	£'million	Exposure value under the standardised approach	Sum of long and short position of trading book exposures for SA	Securitisation exposure Exposure value for non-trading book	Total exposure value	Relevant credit risk exposures - Credit risk	Relevant credit risk exposures - Market risk	Relevant credit risk exposures - Securitisation positions in the non-trading book	Total	Risk weighted exposure amounts	Own funds requirement weights (%)	Counter-cyclical capital buffer rate (%)
	31 March 2023											
10	**Breakdown by country**											
	Norway	41	—	—	41	3	—	—	3	41	0.3 %	2.5 %
	Hong Kong	60	1	—	61	4	—	—	4	52	0.3 %	1.0 %
	Luxembourg	852	—	—	852	65	—	—	65	818	5.5 %	0.5 %
	United Kingdom	11 510	32	85	11 627	702	1	1	704	8 790	58.9 %	1.0 %
	Total countries with existing CCyB rates >0%	**12 463**	**33**	**85**	**12 581**	**774**	**1**	**1**	**776**	**9 701**	**65.0 %**	
	Cayman Islands	300	—	343	643	25	—	4	29	366	2.5 %	
	Guernsey	532	—	—	532	34	—	—	34	430	2.9 %	
	Ireland	321	—	101	422	23	—	1	24	298	2.0 %	
	Jersey	960	—	—	960	70	—	—	70	881	5.9 %	
	Netherlands	431	—	14	445	35	—	—	35	432	2.9 %	
	Switzerland	243	3	—	246	15	—	—	15	189	1.3 %	
	United States of America	1 027	5	220	1 252	78	—	3	81	1 004	6.7 %	
	British Virgin Islands	411	—	—	411	25	—	—	25	314	2.1 %	
	Total countries with own funds requirements weights 1% or above^^	**4 225**	**8**	**678**	**4 911**	**305**	**—**	**8**	**313**	**3 914**	**26.2 %**	
	Total countries with own funds requirements weights below 1% and without an existing CCyB rate	**1 606**	**14**	**—**	**1 620**	**103**	**1**	**—**	**104**	**1 300**	**8.7 %**	
	Total	**18 294**	**55**	**763**	**19 112**	**1 182**	**2**	**9**	**1 193**	**14 915**	**100.0 %**	

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ The countries listed with own funds requirements weights 1% or above all have a countercyclical capital buffer rate of 0% at 31 March 2023.

Credit and Counterparty risk

CREDIT AND COUNTERPARTY RISK

Overview

Credit and counterparty risk arises primarily from three types of transactions:

- Lending transactions, through loans and advances to clients and counterparties, creating the risk that an obligor will be unable or unwilling to repay capital and/or interest on loans and advances granted to them. This category includes bank placements where we have placed funds with other financial institutions
- Financial instrument transactions, producing issuer risk where payments due from the issuer of a financial instrument may not be received
- Trading transactions, giving rise to settlement and replacement risk (collectively counterparty risk):
  - Settlement risk is the risk that the settlement of a transaction does not take place as expected, with one party making required settlements as they fall due but not receiving the performance to which they are entitled
  - Replacement risk is the risk following default by the original counterparty resulting in the contract holder having to enter into a replacement contract with a second counterparty in order to fulfil the transaction.

Credit and counterparty risk may also arise in other ways and it is the role of the risk management functions and the various independent credit committees to identify risks falling outside these definitions.

To manage, measure, monitor and mitigate credit and counterparty risk, independent credit committees exist in the UK. These committees also have oversight of regions where we assume credit risk and operate under Board-approved delegated limits, policies and procedures. There is a high level of executive involvement and oversight in the credit decision-making forums depending on the size and complexity of the deal. It is our policy that all credit committees include voting members who are independent of the originating business unit. All decisions to enter into a transaction are based on unanimous consent.

In addition to the credit committees, the following processes assist in managing, measuring and monitoring credit and counterparty risk:

- Day-to-day arrears management and regular arrears reporting ensure that individual positions and any potential adverse trends are dealt with in a timely manner
- Watchlist Forums review the management of distressed loans, potential problem loans and exposures in arrears that require additional attention and supervision. These committees review expected credit loss (ECL) impairments and staging at an asset level as well as potential fair value adjustments to loans and advances to customers. They provide recommendations for the appropriate staging and level of ECL impairment where required
- The Forbearance Forum reviews and monitors counterparties who have been granted forbearance measures
- The Impairment Decision Committee reviews recommendations from underlying Watchlist Forums and considers and approves the appropriate level of ECL impairments and staging
- The Models Forum provides an internal screening and validation process for credit models. We have established independent model validation teams who review the models and provide feedback on the accuracy and operation of the models and note items for further development through the forum
- An annual review of risk appetite frameworks and limits that are approved by IBP ERC, Investec Group ERC, IBP and DLC BRCC and IBP and DLC Board.

Governance and risk appetite

The Board has set risk appetite limits which regulate the maximum exposures we would be comfortable to tolerate in order to diversify and mitigate risk. Should there be any breaches to limits, or where exposures are nearing limits, these exceptions are specifically highlighted for attention, with remedial actions reported at IBP BRCC, DLC BRCC and the respective Boards.

The assessment of our clients and counterparties includes consideration of their character, integrity, core competencies, track record and financial strength. A strong emphasis is placed on the historic and ongoing stability of income and cash flow streams generated by the clients. Our primary assessment method is therefore the ability of the client or counterparty to meet their payment obligations.

Target clients include high net worth individuals, active wealth creators, high-income professionals, self-employed entrepreneurs, owner managers in small to mid-cap corporates, sophisticated investors, established corporates, small and medium-sized enterprises, financial institutions and sovereigns.

We are client-centric in our approach and originate loans mainly with the intent of holding these assets to maturity, thereby developing a ‘hands-on’ and long-standing relationship.

Interbank lending is largely reserved for those banks and institutions in the Group’s core geographies of activity, which are systemic and highly rated.

Management and measurement

Fundamental principles employed in the management of credit and counterparty risk include:

- A clear definition of our target market
- A quantitative and qualitative assessment of the creditworthiness of our clients and counterparties
- Analysis of risks, including concentration risk (concentration risk considerations include asset class, industry, counterparty and geographical concentration)
- Decisions being made with reference to risk appetite limits
- Prudential limits
- Regular monitoring and review of existing and potential exposures once facilities have been approved
- A high level of executive involvement in decision-making with non-executive review and oversight where applicable
- Portfolio reviews and stress testing.

Within the credit approval process, internal and external ratings are included in the assessment of client quality.

A large proportion of the Group’s portfolio is not rated by external rating agencies. We place reliance upon internal consideration of clients, counterparties and borrowers and use ratings prepared externally where available to support our decision-making process.

Regular reporting of credit and counterparty risk exposures within our operating units are made to management, the executives and the Board through the DLC BRCC and IBP BRCC. The Board reviews and approves the appetite for credit and counterparty risk, which is documented in risk appetite statements and policy documents. This is implemented and reviewed by the credit risk management teams in each jurisdiction.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Reviews are also undertaken of all material businesses, where the portfolios are analysed to assess any migration in portfolio quality, highlight any vulnerabilities, identify portfolio concentrations and make appropriate recommendations, such as a reduction in risk appetite limits or specific exposures.

In the Investec plc 2024 annual report exposures are classified to reflect the Group's risk appetite and strategy.

In the Pillar 3 disclosures, exposures are classified according to the regulatory exposure classes. The nature of our activities and appetite for specific types of exposures are described on page 166 of the Investec plc 2024 annual report.

Regulatory approach

Under the SA, ratings assigned by External Credit Assessment Institutions (ECAIs) are used in the calculation of RWAs.

Investec plc complies with the standard association of external ratings with credit quality steps prescribed in the CRR and as published by the PRA.

Investec plc has nominated Fitch Ratings (Fitch), Standard & Poor's Rating Agency (S&P) and Moody's as eligible ECAIs for the purposes of determining external credit ratings. No changes to nominated ECAIs have taken place during the year. The following elections have been made:

- In relation to sovereign and securitisation exposures, Fitch, Moody's and S&P have been selected as eligible ECAIs
- In relation to bank, corporate and debt security exposures, Fitch, Moody's and S&P are recognised as eligible ECAIs.

If two external credit assessments are available for a counterparty, the more conservative assessment will be applied. Where there are three or more credit assessments with different ratings, the credit assessments corresponding to the two lowest credit ratings will be referred to and the higher of those two credit ratings will be used to determine the risk weight applied to the exposure.

Where an exposure is not rated by an ECAI but a general credit assessment exists for the issuer, that ECAI rating will be used if it produces a higher risk weight provided the exposure ranks pari passu or junior, or where the exposure ranks pari passu or senior, a lower RW will be applied. In all other cases the exposure will be treated as unrated.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Credit risk

Tables 14 and 15, which follow, analyse credit risk exposures by regulatory asset class. Note that these tables do not include CCR. CCR exposures are disclosed on pages 53 and 54.

Table 14: Standardised approach – credit risk exposure and credit risk mitigation effects (UK CR4)

		Exposures before CCF and before CRM		Exposures post CCF and post CRM		RWAs and RWAs density^^	
Ref^	£'million	On-balance sheet exposures	Off-balance sheet exposures	On-balance sheet exposures	Off-balance sheet exposures	RWAs	RWAs density (%)
	31 March 2024						
1	Central governments or central banks	7 825	—	7 912	—	—	— %
2	Regional governments or local authorities	5	—	5	—	1	20 %
3	Public sector entities	33	—	33	—	7	21 %
4	Multilateral Development Banks	344	—	344	—	—	— %
6	Institutions	1 323	92	1 322	92	364	26 %
7	Corporates	7 172	2 381	7 062	1 075	7 929	97 %
8	Retail	2 241	81	2 142	44	1 452	66 %
9	Secured by mortgages on immovable property	6 576	224	6 576	112	3 138	47 %
10	Exposures in default	467	17	457	8	558	120 %
11	Items associated with particularly high risk	601	179	601	94	1 042	150 %
12	Covered bonds	202	—	202	—	20	10 %
14	Collective investment undertakings	6	—	6	—	6	100 %
15	Equity exposures	274	—	274	—	527	192 %
16	Other exposures	548	—	548	—	641	117 %
17	**Total**	**27 617**	**2 974**	**27 484**	**1 425**	**15 685**	**54 %**
	31 March 2023						
1	Central governments or central banks	6 605	—	6 752	9	—	— %
2	Regional governments or local authorities	2	—	2	—	—	20 %
3	Public sector entities	33	—	32	—	6	19 %
4	Multilateral Development Banks	345	—	345	—	—	— %
6	Institutions	853	90	853	90	193	20 %
7	Corporates	6 978	2 223	6 790	1 051	7 569	97 %
8	Retail	1 972	143	1 814	70	1 246	66 %
9	Secured by mortgages on immovable property	6 156	138	6 156	69	2 935	47 %
10	Exposures in default	292	4	275	2	329	119 %
11	Items associated with particularly high risk	580	305	578	160	1 106	150 %
12	Covered bonds	133	—	133	—	13	10 %
15	Equity exposures	321	—	321	—	594	185 %
16	Other exposures	516	—	516	—	605	117 %
17	**Total**	**24 786**	**2 903**	**24 567**	**1 451**	**14 596**	**56 %**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ RWAs are reported after the application of the SME and infrastructure supporting factors set out in Articles 501 and 501(a) of CRR II.

Exposures before CCF and before CRM have increased by £2.9 billion at 31 March 2024. Nearly half of the increase is attributable to assets arising on the proportional consolidation of the Group's 41.25% interest in Rathbones, with notable increases in exposure to central governments or central banks and institutions. The remaining exposure increases are driven by balance sheet growth across multiple asset classes, namely central government or central banks, institutions, secured by mortgages on immovable property and retail.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 15: Standardised approach (UK CR5)

		Risk weight^^										
Ref^	£'million	0%	2%	10%	20%	35%	50%	75%	100%	150%	250%	Total
	31 March 2024											
1	Central governments or central banks	7 912	—	—	—	—	—	—	—	—	—	7 912
2	Regional governments or local authorities	—	—	—	5	—	—	—	—	—	—	5
3	Public sector entities	—	—	—	33	—	—	—	—	—	—	33
4	Multilateral development Banks	344	—	—	—	—	—	—	—	—	—	344
6	Institutions	—	—	—	1 147	—	266	—	1	—	—	1 414
7	Corporates	—	—	—	9	—	19	—	8 078	31	—	8 137
8	Retail	—	—	—	—	—	—	2 186	—	—	—	2 186
9	Secured by mortgages on immovable property	—	—	—	—	5 432	—	—	1 256	—	—	6 688
10	Exposures in default	—	—	—	—	—	—	—	279	186	—	465
11	Items associated with particularly high risk	—	—	—	—	—	—	—	—	695	—	695
12	Covered bonds	—	—	202	—	—	—	—	—	—	—	202
14	Collective investment undertakings	—	—	—	—	—	—	—	6	—	—	6
15	Equity exposures	—	—	—	—	—	—	—	105	—	169	274
16	Other exposures	—	—	—	—	—	—	—	486	—	62	548
17	**Total**	**8 256**	**—**	**202**	**1 194**	**5 432**	**285**	**2 186**	**10 211**	**912**	**231**	**28 909**
	31 March 2023											
1	Central governments or central banks	6 761	—	—	—	—	—	—	—	—	—	6 761
2	Regional governments or local authorities	—	—	—	2	—	—	—	—	—	—	2
3	Public sector entities	—	—	—	32	—	—	—	—	—	—	32
4	Multilateral Development Banks	345	—	—	—	—	—	—	—	—	—	345
6	Institutions	—	—	—	937	—	2	—	4	—	—	943
7	Corporates	—	—	—	—	—	46	—	7 759	36	—	7 841
8	Retail	—	—	—	—	—	—	1 884	—	—	—	1 884
9	Secured by mortgages on immovable property	—	—	—	—	5 030	—	—	1 195	—	—	6 225
10	Exposures in default	—	—	—	—	—	—	—	173	104	—	277
11	Items associated with particularly high risk	—	—	—	—	—	—	—	—	738	—	738
12	Covered bonds	—	—	133	—	—	—	—	—	—	—	133
15	Equity exposures	—	—	—	—	—	—	—	138	—	183	321
16	Other exposures	—	—	—	—	—	—	—	456	—	60	516
17	**Total**	**7 106**	**—**	**133**	**971**	**5 030**	**48**	**1 884**	**9 725**	**878**	**243**	**26 018**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ The above table does not take into account the impact of the SME and infrastructure supporting factor set out in Articles 501 and 501(a) of CRR II.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Credit risk adjustments

Definition of default

The Group has aligned the IFRS 9 and regulatory definitions of default, credit impaired and non-performing exposure. Assets that are more than 90 days past due, or considered by management as unlikely to pay their obligations in full without realisation of collateral are considered as exposures in default.

Stage 1

Financial assets that are considered performing and have not had a significant increase in credit risk are reported as Stage 1 assets. Stage 1 financial assets have loss allowances measured at an amount equal to a 12-month ECL.

Stage 2

Financial assets are considered to be in Stage 2 when their credit risk has increased significantly since initial recognition. A loss allowance equivalent to a lifetime ECL is required to be held.

The Group's primary indicator for Stage 2 assets are distressed loans, potential problem loans and exposures in arrears that require additional attention and supervision from watchlist committees and are under management review.

Assets in forbearance are considered to be, at a minimum, Stage 2. Forbearance measures refer to concessions such as modification of the terms and conditions or refinancing that has been granted to a debtor in financial difficulty. These exposures are assessed on a case-by-case basis to determine whether the proposed modifications will be considered as forbearance. Where the Credit Committee considers it likely that the client will be able to return to perform against the original contractual obligations within a reasonable time frame these assets will be considered performing and in Stage 2. Forbearance is distinguished from commercial renegotiations which take place as part of normal business activity and standard banking practice.

In addition to loans under management review, an asset may also move from Stage 1 to Stage 2 if the model calculated probability of default (PD) has significantly increased since origination. This is tested on both a relative and absolute basis to assess whether a significant deterioration in lifetime risk of default has occurred. There is a common definition across the Bank's exposures regarding what constitutes a significant PD movement. The test involves both an absolute and relative movement threshold. An asset is considered to have been subjected to a significant increase in credit risk if the appropriate PD has doubled relative to the value at origination and on an absolute basis has increased by more than 1%. Any asset with an original rating that is classified as investment grade will be judged to have had a significant movement if the new PD would classify it as sub-investment grade and the equivalent rating has moved by more than three notches.

The Group adopts the view that all financial assets that are more than 30 days past due have experienced a significant increase in credit risk.

Exposures move back to Stage 1 once they no longer meet the criteria above for a significant increase in credit risk and as cure periods (specifically relating to forborne exposures) are met.

Stage 3

Financial assets are included in Stage 3 when there is objective evidence of credit impairment. The Group assesses a loan as Stage 3 when contractual payments of either principal or interest are past due for more than 90 days, the debtor is assessed as unlikely to pay and credit impaired, or the loan is otherwise considered to be in default, for example, due to the appointment of an administrator or the client is in receivership. Forborne loans that are considered non-performing, for example, if a loan is not expected to meet the original contractual obligations in a reasonable time frame, the loan will be classified as Stage 3. Loans which are 90 days or more past due are considered to be in default.

The Group calculates the credit adjusted effective interest rate on Stage 3 assets, which is calculated based on the amortised cost of the financial asset (i.e. gross carrying amount less ECL allowance) instead of its gross carrying amount and incorporates the impact of the ECLs in estimated future cash flows.

ECL

The assessment of credit risk and the estimation of ECL are required to be unbiased, probability-weighted and should incorporate all available information relevant to the assessment, including information about past events, current conditions and reasonable and supportable forecasts of economic conditions at the reporting date. In addition, the estimation of ECL should take into account the time value of money. As a result, the recognition and measurement of impairment is intended to be forward-looking and therefore, potentially volatile.

Cured assets

Loans and advances are regularly assessed to determine whether conditions which led to a significant increase in credit risk or impairment still exist. Where applicable, the cured asset will move to the appropriate performing stage which reflects the re-assessed credit risk in line with our Arrears, default and recovery (ADR) policy which is aligned to the applicable Regulatory requirements.

Write-offs

The Group has developed specific guidelines on write-off aimed at granting full compliance with IFRS 9 and the document 'Guidance to banks on non-performing loans' issued by the European Central Bank.

A loan or advance is normally written off in full against the related ECL impairment allowance when the proceeds from realising any available security have been received or there is a reasonable amount of certainty that the exposure will not be recovered. This is assessed on a case-by-case basis with considerations to indicators such as whether the exposure has been restructured or the given financial position of the borrower and guarantors. Any recoveries of amounts previously written off decrease the amount of impairment losses.

Credit quality of assets

The tables which follow analyse the amount and quality of performing and non-performing and forborne exposures, including an ageing analysis and the distribution of these exposures by geographical area and industry type. These templates are populated following the guidance provided in the PRA rulebook Reporting (CRR) part for Financial Reporting (FINREP) templates.

In line with Article 9 of part 5 of the Disclosure (CRR) part of the PRA rulebook, a firm classified as a large institution with a gross non-performing loan ratio of less than 5%, is not required to disclose templates UK CR2a, UK CQ2, UK CQ6, UK CQ8, columns b and d of templates UK CQ4 and UK CQ5. In addition we have not disclosed UK CQ7. Investec plc has not obtained any collateral by taking possession and therefore it is a nil return for 31 March 2024.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 16: Performing and non-performing exposures and related provisions (UK CR1)

		Gross carrying amount/nominal amount^^						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions							Collateral and financial guarantees received	
		Performing exposures			Non-performing exposures			Performing exposures – accumulated impairment and provisions			Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions					
Ref^	£' million		Of which stage 1	Of which stage 2		Of which stage 2	Of which stage 3		Of which stage 1	Of which stage 2		Of which stage 2	Of which stage 3	Accumulated partial write-off	On performing exposures	On non-performing exposures
	31 March 2024															
005	Cash balances at central banks and other demand deposits	6 214	6 214	—	—	—	—	—	—	—	—	—	—	—	—	—
010	Loans and advances	18 707	17 313	1 394	572	—	572	(69)	(38)	(31)	(108)	—	(108)	(33)	10 838	440
030	General governments	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
040	Credit institutions	1 651	1 651	—	—	—	—	—	—	—	—	—	—	—	—	—
050	Other financial corporations	4 124	3 928	196	83	—	83	(12)	(7)	(5)	(26)	—	(26)	—	904	48
060	Non-financial corporations	8 072	7 067	1 005	322	—	322	(47)	(26)	(21)	(69)	—	(69)	(33)	5 798	263
070	Of which SMEs	2 091	1 839	252	69	—	69	(18)	(10)	(8)	(28)	—	(28)	—	766	36
080	Households	4 860	4 667	193	167	—	167	(10)	(5)	(5)	(13)	—	(13)	—	4 136	129
090	Debt securities	3 484	3 484	—	3	—	3	—	—	—	—	—	—	—	—	—
110	General governments	1 970	1 970	—	—	—	—	—	—	—	—	—	—	—	—	—
120	Credit institutions	1 386	1 386	—	—	—	—	—	—	—	—	—	—	—	—	—
130	Other financial corporations	79	79	—	3	—	3	—	—	—	—	—	—	—	—	—
140	Non-financial corporations	49	49	—	—	—	—	—	—	—	—	—	—	—	—	—
150	Off-balance sheet exposures	2 933	2 803	130	17	—	17	(11)	(8)	(3)	—	—	—	—	565	1
180	Credit institutions	2	2	—	—	—	—	—	—	—	—	—	—		—	—
190	Other financial corporations	1 195	1 177	18	16	—	16	(4)	(3)	(1)	—	—	—		32	—
200	Non-financial corporations	1 507	1 399	108	1	—	1	(6)	(4)	(2)	—	—	—		351	1
210	Households	229	225	4	—	—	—	(1)	(1)	—	—	—	—		182	—
220	**Total**	**31 338**	**29 814**	**1 524**	**592**	**—**	**592**	**(80)**	**(46)**	**(34)**	**(108)**	**—**	**(108)**	**(33)**	**11 403**	**441**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
^^ Loans held at fair value through profit and loss are included in the gross carrying amount but are excluded from the staging analysis, in line with the FINREP definitions.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 16: Performing and non-performing exposures and related provisions (UK CR1) (CONTINUED)

		Gross carrying amount/nominal amount^^						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions							Collateral and financial guarantees received	
		Performing exposures			Non-performing exposures			Performing exposures – accumulated impairment and provisions			Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions					
Ref^	£' million		Of which stage 1	Of which stage 2		Of which stage 2	Of which stage 3		Of which stage 1	Of which stage 2		Of which stage 2	Of which stage 3	Accumulated partial write-off	On performing exposures	On non-performing exposures
	31 March 2023															
005	Cash balances at central banks and other demand deposits	5 400	5 400	—	—	—	—	—	—	—	—	—	—	—	—	—
010	Loans and advances	18 442	17 114	1 328	430	—	430	(66)	(35)	(31)	(138)	—	(138)	(23)	10 572	229
030	General governments	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
040	Credit institutions	1 984	1 984	—	—	—	—	—	—	—	—	—	—	—	—	—
050	Other financial corporations	3 818	3 717	101	39	—	39	(8)	(6)	(2)	(12)	—	(12)	—	823	16
060	Non-financial corporations	7 538	6 460	1 078	314	—	314	(50)	(25)	(25)	(121)	—	(121)	(23)	5 312	135
070	Of which SMEs	2 331	1 902	429	83	—	83	(24)	(12)	(12)	(26)	—	(26)	—	911	9
080	Households	5 102	4 953	149	77	—	77	(8)	(4)	(4)	(5)	—	(5)	—	4 437	78
090	Debt securities	2 137	2 137	—	—	—	—	(1)	(1)	—	—	—	—	—	—	—
110	General governments	1 222	1 222	—	—	—	—	—	—	—	—	—	—	—	—	—
120	Credit institutions	747	747	—	—	—	—	—	—	—	—	—	—	—	—	—
130	Other financial corporations	103	103	—	—	—	—	(1)	(1)	—	—	—	—	—	—	—
140	Non-financial corporations	65	65	—	—	—	—	—	—	—	—	—	—	—	—	—
150	Off-balance sheet exposures	2 887	2 707	180	4	—	4	(16)	(10)	(6)	—	—	—		602	5
180	Credit institutions	2	2	—	—	—	—	—	—	—	—	—	—		—	—
190	Other financial corporations	1 085	1 031	54	—	—	—	(6)	(3)	(3)	—	—	—		37	—
200	Non-financial corporations	1 630	1 509	121	4	—	4	(9)	(6)	(3)	—	—	—		445	5
210	Households	170	165	5	—	—	—	(1)	(1)	—	—	—	—		120	—
220	**Total**	**28 866**	**27 358**	**1 508**	**434**	**—**	**434**	**(83)**	**(46)**	**(37)**	**(138)**	**—**	**(138)**	**(23)**	**11 174**	**234**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
^^ Loans held at fair value through profit and loss are included in the gross carrying amount but are excluded from the staging analysis, in line with the FINREP definitions.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 17: Maturity of exposures (UK CR1-A)

		Net exposure value^^				
Ref^	£'million	On demand	<= 1 year	> 1 year < = 5 years	> 5 years	Total
	31 March 2024					
1	Loans and advances	1 420	5 602	8 774	3 306	19 102
2	Debt securities	—	2 279	526	682	3 487
3	**Total**	**1 420**	**7 881**	**9 300**	**3 988**	**22 589**
	31 March 2023					
1	Loans and advances	1 657	4 907	8 287	3 817	18 668
2	Debt securities	—	1 074	382	680	2 136
3	**Total**	**1 657**	**5 981**	**8 669**	**4 497**	**20 804**

Debt securities <=1 year increased by £1.2 billion to £2.3 billion at 31 March 2024. £540 million of the increase arose on the proportional consolidation of the Group's 41.25% interest in Rathbones, with the remaining increase reflecting balance sheet growth in sovereign debt securities.

Table 18: Changes in the stock of non-performing loans and advances (UK CR2)

		Gross carrying amount	
Ref^	£'million	31 March 2024	31 March 2023
010	**Initial stock of non-performing loans and advances**	430	406
020	Inflows to non-performing portfolios	413	187
030	Outflows from non-performing portfolios	(110)	(43)
040	Outflows due to write-offs	(19)	(21)
050	Outflow due to other situations	(142)	(99)
060	**Final stock of non-performing loans and advances**	**572**	**430**

Table 19: Credit quality of forborne exposures (UK CQ1)

		Gross carrying amount/nominal amount of exposures with forbearance measures				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collateral received and financial guarantees received on forborne exposures	
			Non-performing forborne						
Ref^	£'million	Performing forborne		Of which defaulted	Of which impaired	On performing forborne exposures	On non-performing forborne exposures		Of which collateral and financial guarantees received on non-performing exposures with forbearance measures
	31 March 2024								
010	Loans and advances	107	166	166	166	(4)	(33)	230	106
050	Other financial corporations	—	32	32	32	—	(18)	7	7
060	Non-financial corporations	101	54	54	54	(4)	(10)	144	24
070	Households	6	80	80	80	—	(5)	79	75
100	**Total**	**107**	**166**	**166**	**166**	**(4)**	**(33)**	**230**	**106**
	31 March 2023								
010	Loans and advances	78	102	102	102	(1)	(18)	66	15
050	Other financial corporations	—	21	21	21	—	(8)	—	—
060	Non-financial corporations	59	47	47	47	(1)	(9)	38	11
070	Households	19	34	34	34	—	(1)	28	4
100	**Total**	**78**	**102**	**102**	**102**	**(1)**	**(18)**	**66**	**15**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ The net exposure value is the gross carrying value of the exposure less impairment allowances or provisions, reported by residual contractual maturity.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 20: Credit quality of performing and non-performing exposures by past due days (UK CQ3)

		Gross carrying amount/nominal amount											
		Performing exposures			Non-performing exposures								
Ref^	£'million		Not past due or past due ≤ 30 days	Past due > 30 days ≤ 90 days		Unlikely to pay that are not past due or are past due ≤ 90 days	Past due > 90 days ≤ 180 days	Past due > 180 days ≤ 1 year	Past due > 1 year ≤ 2 years	Past due > 2 years ≤ 5 years	Past due > 5 years ≤ 7 years	Past due > 7 years	Of which defaulted
	31 March 2024												
005	Cash balances at central banks and other demand deposits	6 214	6 214	—	—	—	—	—	—	—	—	—	—
010	Loans and advances	18 707	18 552	154	572	246	116	119	38	27	9	17	572
040	Credit institutions	1 651	1 651	—	—	—	—	—	—	—	—	—	—
050	Other financial corporations	4 124	4 102	22	83	45	19	3	16	—	—	—	83
060	Non-financial corporations	8 072	7 995	77	322	118	74	79	5	20	9	17	322
070	Of which SMEs	2 091	2 076	15	69	17	7	8	3	14	8	12	69
080	Households	4 860	4 804	55	167	83	23	37	17	7	—	—	167
090	Debt securities	3 484	3 484	—	3	3	—	—	—	—	—	—	3
110	General governments	1 970	1 970	—	—	—	—	—	—	—	—	—	—
120	Credit institutions	1 386	1 386	—	—	—	—	—	—	—	—	—	—
130	Other financial corporations	79	79	—	3	3	—	—	—	—	—	—	3
140	Non-financial corporations	49	49	—	—	—	—	—	—	—	—	—	—
150	Off-balance sheet exposures	2 933			17								17
180	Credit institutions	2			—								—
190	Other financial corporations	1 195			16								16
200	Non-financial corporations	1 507			1								1
210	Households	229			—								—
220	**Total**	**31 338**	**28 250**	**154**	**592**	**249**	**116**	**119**	**38**	**27**	**9**	**17**	**592**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 20: Credit quality of performing and non-performing exposures by past due days (UK CQ3) (CONTINUED)

		Gross carrying amount/nominal amount											
		Performing exposures			Non-performing exposures								
Ref^	£'million		Not past due or past due ≤ 30 days	Past due > 30 days ≤ 90 days		Unlikely to pay that are not past due or are past due ≤ 90 days	Past due > 90 days ≤ 180 days	Past due > 180 days ≤ 1 year	Past due > 1 year ≤ 2 years	Past due > 2 years ≤ 5 years	Past due > 5 years ≤ 7 years	Past due > 7 years	Of which defaulted
	31 March 2023												
005	Cash balances at central banks and other demand deposits	5 400	5 400	—	—	—	—	—	—	—	—	—	—
010	Loans and advances	18 442	18 394	48	430	260	31	27	29	56	25	2	430
040	Credit institutions	1 984	1 984	—	—	—	—	—	—	—	—	—	—
050	Other financial corporations	3 818	3 817	1	39	11	18	10	—	—	—	—	39
060	Non-financial corporations	7 538	7 517	21	314	205	4	7	16	55	25	2	314
070	Of which SMEs	2 331	2 328	2	83	42	4	4	2	11	18	2	83
080	Households	5 102	5 076	26	77	44	9	10	13	1	—	—	77
090	Debt securities	2 137	2 137	—	—	—	—	—	—	—	—	—	—
110	General governments	1 222	1 222	—	—	—	—	—	—	—	—	—	—
120	Credit institutions	747	747	—	—	—	—	—	—	—	—	—	—
130	Other financial corporations	103	103	—	—	—	—	—	—	—	—	—	—
140	Non-financial corporations	65	65	—	—	—	—	—	—	—	—	—	—
150	Off-balance sheet exposures	2 887			4								4
180	Credit institutions	2			—								—
190	Other financial corporations	1 085			—								—
200	Non-financial corporations	1 630			4								4
210	Households	170			—								—
220	**Total**	**28 866**	**25 931**	**48**	**434**	**260**	**31**	**27**	**29**	**56**	**25**	**2**	**434**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 21: Quality of non-performing exposures by geography (UK CQ4)

Ref^	£'million	Gross carrying/nominal amount	Of which defaulted	Accumulated impairment	Provisions on off-balance sheet commitments and financial guarantees given	Accumulated negative changes in fair value due to credit risk on non-performing exposures
	31 March 2024					
010	**On-balance sheet exposures**	**28 980**	**575**	**(177)**		**—**
	United Kingdom	20 440	398	(125)		—
	United States	1 791	29	(4)		—
	Jersey	1 040	44	(17)		—
	Germany	674	21	(12)		—
	Cayman Islands	636	15	—		—
	Luxembourg	621	—	(1)		—
	Guernsey	579	2	(2)		—
	Netherlands	470	6	(2)		—
	Ireland	415	1	(1)		—
	Switzerland	397	19	—		—
	France	288	3	(1)		—
	British Virgin Islands	262	—	(2)		—
	Singapore	161	—	—		—
	Canada	135	—	—		—
	Isle Of Man	124	—	(1)		—
	Other countries^^	947	37	(9)		—
080	**Off-balance sheet exposures**	**2 950**	**17**		**(11)**	
	United Kingdom	1 126	1		(3)	
	United States	661	—		(4)	
	Luxembourg	309	—		(1)	
	Jersey	208	16		(1)	
	Germany	140	—		(1)	
	Netherlands	148	—		—	
	Other countries^^	358	—		(1)	
150	**Total**	**31 930**	**592**	**(177)**	**(11)**	**—**
	31 March 2023					
010	**On-balance sheet exposures**	**26 409**	**430**	**(142)**		**(62)**
	United Kingdom	17 909	368	(104)		—
	United States	1 569	5	(6)		—
	Jersey	915	28	(10)		—
	Germany	763	—	(1)		—
	Guernsey	715	—	(2)		—
	France	591	—	—		—
	Luxembourg	525	—	(1)		—
	Ireland	442	—	(2)		—
	Netherlands	389	1	(1)		—
	Switzerland	355	3	(1)		—
	Cayman Islands	340	1	(1)		—
	British Virgin Islands	321	13	(5)		(62)
	Australia	213	—	—		—
	South Africa	150	—	(1)		—
	Isle of Man	129	—	—		—
	Other countries^^	1 083	11	(7)		—
080	**Off-balance sheet exposures**	**2 891**	**4**		**(16)**	
	United Kingdom	1 184	—		(8)	
	United States	584	—		(3)	
	Jersey	210	—		(1)	
	Luxembourg	320	—		(1)	
	Netherlands	150	—		(1)	
	Other countries^^	443	4		(2)	
150	**Total**	**29 300**	**434**	**(142)**	**(16)**	**(62)**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
^^ Other countries include: Austria, Australia, Mauritius, Belgium, United Arab Emirates, Hong Kong, Bermuda, Bahamas, Gibraltar, Cyprus, India, Cook Islands, Italy, Seychelles, Israel, Japan, Malta, Qatar, Poland, Mayotte, Norway, Panama, Nigeria, Turks and Caicos Islands, Monaco, Denmark, New Zealand, Brazil, Sweden, Marshall Islands, China, Republic of Korea, Kenya, Anguilla, Portugal, South Africa, Philippines, Mexico, Czech Republic, Hungary, Romania, Thailand, Finland, Christmas Island, Spain, Puerto Rico, Malawi, Swaziland, Bahrain, Tanzania and Cote d'Ivoire.

The table above includes the top 15 countries, which in aggregate, represent 96% of the gross carrying amount of £31.9 billion. The remaining 4% are not considered material and have been grouped under 'other countries'.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 22: Credit quality of loans and advances to non-financial corporations by industry (UK CQ5)

Ref^	£'million	Gross carrying/nominal amount		Accumulated impairment	Accumulated negative changes in fair value due to credit risk on non-performing exposures
			Of which defaulted		
	31 March 2024				
010	Agriculture, forestry and fishing	21	—	—	—
020	Mining and quarrying	39	—	—	—
030	Manufacturing	839	36	(14)	—
040	Electricity, gas, steam and air conditioning supply	536	6	(2)	—
050	Water supply	166	30	(2)	—
060	Construction	1 157	40	(17)	—
070	Wholesale and retail trade	309	5	(6)	—
080	Transport and storage	464	2	(4)	—
090	Accommodation and food service activities	116	2	(2)	—
100	Information and communication	473	22	(5)	—
120	Real estate activities	2 750	111	(37)	—
130	Professional, scientific and technical activities	315	10	(4)	—
140	Administrative and support service activities	731	25	(10)	—
150	Public administration and defence, compulsory social security	102	—	—	—
160	Education	82	—	—	—
170	Human health services and social work activities	139	30	(8)	—
180	Arts, entertainment and recreation	24	1	(1)	—
190	Other services	131	2	(4)	—
200	**Total**	**8 394**	**322**	**(116)**	**—**
	31 March 2023				
010	Agriculture, forestry and fishing	19	—	—	—
020	Mining and quarrying	139	—	—	—
030	Manufacturing	756	13	(10)	(62)
040	Electricity, gas, steam and air conditioning supply	341	5	(4)	—
050	Water supply	175	31	(2)	—
060	Construction	1 014	28	(23)	—
070	Wholesale and retail trade	362	5	(6)	—
080	Transport and storage	360	11	(5)	—
090	Accommodation and food service activities	85	2	(3)	—
100	Information and communication	343	—	(2)	—
120	Real estate activities	2 523	151	(33)	—
130	Professional, scientific and technical activities	307	32	(9)	—
140	Administrative and support service activities	719	5	(8)	—
150	Public administration and defence, compulsory social security	318	—	—	—
160	Education	92	—	(1)	—
170	Human health services and social work activities	144	27	(1)	—
180	Arts, entertainment and recreation	19	—	—	—
190	Other services	136	4	(2)	—
200	**Total**	**7 852**	**314**	**(109)**	**(62)**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Credit risk mitigation

CRM techniques can be defined as all methods by which the Group seeks to decrease the credit risk associated with an exposure. The Investec Group considers credit risk mitigation techniques as part of the credit assessment of a potential client or business proposal and not as a separate consideration of mitigation of risk. CRM can include any collateral item over which the Group has a charge, netting and margining agreements, covenants, or terms and conditions imposed on a borrower with the aim of reducing the credit risk inherent to that transaction.

As the Group has limited appetite for unsecured debt, the CRM technique most commonly used is the taking of collateral, with a strong preference for tangible assets. Collateral is assessed with reference to the sustainability of value and the likelihood of realisation.

Acceptable collateral generally exhibits characteristics that allow for it to be easily identified and appropriately valued and assists the Group to recover outstanding exposures.

Where a transaction is supported by a mortgage or charge over property, the primary credit risk is still taken on the borrower. In addition, the relevant credit committee normally requires a suretyship or guarantee in support of a transaction in our private client business.

For property-backed lending we also consider the client's overall balance sheet. The following characteristics of the property are also considered: the type of property; its location; and the ease with which the property could be relet and/or resold. Where the property is secured by a lease agreement, the credit committee prefers not to lend for a term beyond the maximum term of the lease. Commercial real estate generally takes the form of good quality property often underpinned by strong third party leases. Residential property is also generally of a high quality and based in desirable locations. Residential and commercial property valuations will continue to form part of our ongoing focus on collateral assessment. It is our policy to obtain a formal valuation of every commercial property offered as collateral for a lending facility before advancing funds. Residential properties are valued by desktop valuation and/or approved valuers, where appropriate.

Other common forms of collateral in the retail asset class are motor vehicles, cash and share portfolios. Primary collateral in private client lending transactions can also include a high net worth individual's share/investment portfolio. This is typically in the form of a diversified pool of equity, fixed income, managed funds and cash. Often these portfolios are managed by Investec Wealth and Investment International or Rathbones. Lending against investment portfolios is typically geared at conservative loan-to-value (LTV) ratios, after considering the quality, diversification, risk profile and liquidity of the portfolio.

Our corporate, government and institutional clients provide a range of collateral including cash, corporate assets, debtors (accounts receivable), trading stock, debt securities (bonds), listed and unlisted shares and guarantees.

The majority of credit mitigation techniques linked to trading activity is in the form of netting agreements and daily margining. Primarily, the market standard legal documents that govern this include the International Swaps and Derivatives Association (ISDA) Master Agreements, Global Master Securities Lending Agreement and Global Master Repurchase Agreement. In addition to having ISDA documentation in place with market and trading counterparties in over-the-counter (OTC) derivatives, the credit committee may require a Credit Support Annex to ensure that mark-to-market credit exposure is mitigated daily through the calculation and placement/receiving of cash collateral. Where netting agreements have been signed, the enforceability is supported by an external legal opinion within the legal jurisdiction of the agreement.

Set-off is applied between assets, subject to credit risk and related liabilities in the annual financial statements, where:

- A legally enforceable right to set-off exists
- There is the intention to settle the asset and liability on a net basis, or to realise the asset and settle the liability simultaneously.

In addition to the above accounting set-off criteria, banking regulators impose the following additional criteria:

- Debit and credit balances relate to the same obligor/counterparty
- Debit and credit balances are denominated in the same currency and have identical maturities
- Exposures subject to set-off are risk-managed on a net basis
- Market practice considerations.

For this reason, there will be instances where credit and counterparty exposures are displayed on a net basis in these disclosures but reported on a gross basis to regulators.

The Group places minimal reliance on credit derivatives in its CRM techniques. Periodically the Group will enter into Credit Default Swaps (CDSs) in order to hedge a specific asset held or to create a more general or macro hedge against a group of exposures in one industry or geography. In these instances, the Group is deemed to be 'buying protection' against the assets. Depending on the perceived risk, or 'spread', of the underlying exposure, the CDS will fluctuate in value; increasing in value when the asset has become more risky and decreasing when risk has reduced. Occasionally, the Group will enter into trading/investment CDS positions where we buy protection or sell protection without owning the underlying asset.

The legal risk function ensures the enforceability of credit risk mitigants under the laws of the relevant jurisdictions. When assessing the potential concentration risk in its credit portfolio, consideration is given to the types of collateral and credit protection that form part of the portfolio.

Recognition of credit risk mitigation under the standardised approach

For regulatory reporting purposes, CRM is used to reduce credit risk associated with an exposure, which may reduce potential losses in the event of a client default or other credit event. CRM that meets certain regulatory criteria may be used to reduce the RWAs held against a given client.

Collateral that meets the regulatory conditions is referred to as 'eligible' collateral. Collateral eligibility rules are specified in the CRR.

Under the SA, CRM can be achieved through either funded or unfunded credit protection.

Where unfunded credit protection is relied upon for mitigation purposes, the exposure to the borrower is substituted with an exposure to the protection provider after applying a 'haircut' to the value of the collateral due to currency and/or maturity mismatches between the original exposure and the collateral provided. Unfunded credit protection includes eligible guarantees and credit derivatives. Where we rely on funded

CREDIT AND COUNTERPARTY RISK
CONTINUED

protection in the form of financial collateral, the value of collateral is adjusted using the financial collateral comprehensive method. This method applies supervisory volatility adjustments to the value of the collateral, and includes the currency and maturity haircuts discussed above.

Table 23 shows the CRM techniques used by the Group to reduce capital requirements. If the collateral held for a particular exposure is not eligible under the CRR rules, the full exposure will be considered unsecured in the below table.

Table 23: Disclosure of the use of CRM techniques (UK CR3)

Ref^	£'million	Unsecured - carrying amount	Secured - carrying amount	Of which secured by collateral	Of which secured by financial guarantees
	31 March 2024				
1	Loans and advances	11 071	8 031	7 937	94
2	Debt securities	3 487	—	—	—
3	**Total**	**14 558**	**8 031**	**7 937**	**94**
4	Of which non-performing exposures	246	221	211	10
5	Of which defaulted	246	221		
	31 March 2023				
1	Loans and advances	10 949	7 719	7 537	182
2	Debt securities	2 136	—	—	—
3	**Total**	**13 085**	**7 719**	**7 537**	**182**
4	Of which non-performing exposures	161	131	116	15
5	Of which defaulted	161	131		

^ The references identify the lines in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Counterparty credit risk

CCR is the risk that the counterparty to a transaction could default before the final settlement of the transaction's cash flows. It arises on derivative instruments and securities financing transactions held in both the banking and trading books. A significant component remains the historical equity derivative and financial product exposures that the Group is running down.

Since 1 January 2022 Investec plc implemented the new Standardised Approach for measuring Counterparty Credit risk (SA-CCR). The tables which follow analyse CCR exposures, including credit valuation adjustment risk and exposures to central counterparties.

Wrong-way risk

The relevant credit committees will also consider wrong-way risk at the time of granting credit limits to each counterparty. In the banking book environment, wrong-way risk occurs where the value of collateral to secure a transaction decreases as the probability of default of the borrower or counterparty increases. For counterparty credit risk resulting from transactions in traded products (such as OTC derivatives), wrong-way risk is defined as exposure to a counterparty that is adversely correlated with the credit quality of that counterparty. It arises when default risk and credit exposure increase together.

CVA risk

CVA risk means an adjustment to the mid-market valuation of the portfolio of transactions with a counterparty. This adjustment reflects the current market value of the credit risk of the counterparty to Investec plc but does not reflect the current market value of the credit risk of Investec plc to the counterparty. The Group uses the SA to calculate CVA risk on all OTC derivatives, but as per the CRR exempts transactions to non-financial counterparties and OTC derivatives cleared via central counterparties (CCPs) from CVA risk.

Table 24: Analysis of counterparty credit risk by approach (UK CCR1)

Ref^	£'million	Replacement cost (RC)	Potential future exposure (PFE)	Alpha used for computing regulatory exposure value	Exposure value pre-CRM	Exposure value post-CRM	Exposure value	RWEA
	31 March 2024							
UK1	Original Exposure Method (for derivatives)	35	27	1.4	86	86	86	18
1	SA-CCR (for derivatives)	115	238	1.4	810	507	507	330
4	Financial collateral comprehensive method (for SFTs)				1 105	62	62	15
6	**Total^^**				**2 001**	**655**	**655**	**363**
	31 March 2023							
1	SA-CCR (for derivatives)	222	235	1.4	1 078	640	640	456
4	Financial collateral comprehensive method (for SFTs)				1 122	45	45	11
6	**Total^^**				**2 200**	**685**	**685**	**467**

Table 25: Transactions subject to own funds requirements for CVA risk (UK CCR2)

		Exposure value	RWEA	Exposure value	RWEA
Ref^	£'million	31 March 2024		31 March 2023	
4	Transactions subject to the Standardised method	**191**	**27**	**209**	**37**
5	**Total transactions subject to own funds requirements for CVA risk**	**191**	**27**	**209**	**37**

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^^ This table excludes the CVA charge and exposures cleared through a CCP. Refer to tables 25 and 26 for more information.

CREDIT AND COUNTERPARTY RISK
CONTINUED

Table 26: Analysis of exposures to CCPs (UK CCR8)

Ref^	£'million	Exposure value 31 March 2024	RWEA 31 March 2024	Exposure value 31 March 2023	RWEA 31 March 2023
1	**Exposures to QCCPs (total)**		**7**		**10**
2	Exposures for trades at QCCPs (excluding initial margin and default fund contributions); of which	193	3	186	4
3	(i) OTC derivatives	127	2	95	2
4	(ii) Exchange-traded derivatives	66	1	91	2
8	Non-segregated initial margin	37	1	11	—
9	Prefunded default fund contributions	5	3	16	6

Table 27: Standardised approach - CCR exposures by regulatory exposure class and risk weights (UK CCR3)

		Risk weight						
Ref^	**£'million**	**0%**	**20%**	**50%**	**75%**	**100%**	**150%**	**Total exposure value**
	31 March 2024							
1	Central governments or central banks	—	—	—	—	—	—	—
2	Regional government or local authorities	—	2	—	—	—	—	2
6	Institutions	—	289	99	—	1	—	389
7	Corporates	—	—	2	—	244	—	246
8	Retail	—	—	—	17	—	—	17
10	Other items	—	—	—	—	1	—	1
11	**Total exposure value**	**—**	**291**	**101**	**17**	**246**	**—**	**655**
	31 March 2023							
1	Central governments or central banks	—	—	—	—	—	—	—
2	Regional government or local authorities	—	5	—	—	—	—	5
6	Institutions	—	143	149	—	1	—	293
7	Corporates	—	—	24	—	339	—	363
8	Retail	—	—	—	24	—	—	24
11	**Total exposure value**	**—**	**148**	**173**	**24**	**340**	**—**	**685**

Table 28: Credit derivatives exposures (UK CCR6)

Ref^	£'million	Protection bought 31 March 2024	Protection sold 31 March 2024	Protection bought 31 March 2023	Protection sold 31 March 2023
	Notionals				
1	Single name credit default swaps	16	52	12	104
3	Total return swaps	156	—	383	—
6	**Total notionals**	**172**	**52**	**395**	**104**
	Fair values				
7	Positive fair value (assets)	34	2	111	2
8	Negative fair value (liability)	—	2	—	2

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Securitisation risk

SECURITISATION RISK

Overview and approach

The Group's definition of securitisation/structured credit activities is wider than the definition applied for regulatory capital purposes. The regulatory capital definition focuses largely on positions we hold in an investor capacity and includes securitisation positions we have retained in transactions in which the Group has achieved significant risk transfer.

Risk management and governance

Securitisation transactions provide the bank with a cost-effective, alternative source of financing either through sale to the market or through use of the notes issued as collateral for other funding mechanisms.

All existing or proposed exposures to a securitisation are analysed on a case-by-case basis, with approval required from the appropriate credit committee. The analysis looks through to the historical and expected future performance of the underlying assets, the position of the relevant tranche in the capital structure as well as analysis of the cash flow waterfall under a variety of stress scenarios. External ratings and risk-weightings are presented, but only for information purposes since the Group principally relies on its own internal risk assessment. Overarching these transaction level principles is the Board-approved risk appetite policy, which details the Group's appetite for such exposures, and each exposure is considered relative to the Group's overall risk appetite. We can use explicit CRM techniques where required; however, the Group prefers to address and manage these risks by approving exposures for which the Group has explicit appetite through the consistent application of the risk appetite policy.

Regulatory approach

Since 1 January 2020, the Group has applied the new securitisation framework. Capital requirements for securitisation positions are calculated using either the standardised approach (SEC-SA) or the external ratings-based approach (SEC-ERBA).

The tables that follow provide information on our securitisation portfolio in terms of regulatory definitions and requirements. We have not achieved significant risk transfer for any of the securitisations originated by the Group, therefore the underlying exposures in these securitisations are included in the Group's credit risk RWAs and the disclosure that follows focuses on the positions the Group holds in an investor capacity.

Accounting policies

The accounting policies applied to securitisation/structure credit activities are explained on page 86 of the Investec plc 2024 annual report.

Table 29: Securitisation exposures in the non-trading book (UK-SEC1)

		Institution acts as originator			Institution acts as investor	
		Traditional			Traditional	
		Non-STS				
Ref^	£'millions		of which SRT	Sub-total	Non-STS	Sub-total
	31 March 2024					
1	**Total exposures**	**706**	**—**	**706**	**785**	**785**
2	**Retail (total)**	**—**	**—**	**—**	**51**	**51**
3	residential mortgage	—	—	—	51	51
7	**Wholesale (total)**	**706**	**—**	**706**	**734**	**734**
8	loans to corporates	—	—	—	734	734
10	lease and receivables	706	—	706	—	—
	31 March 2023					
1	**Total exposures**	**710**	**—**	**710**	**763**	**763**
2	**Retail (total)**	**4**	**—**	**4**	**85**	**85**
3	residential mortgage	4	—	4	85	85
7	**Wholesale (total)**	**706**	**—**	**706**	**678**	**678**
8	loans to corporates	—	—	—	678	678
10	lease and receivables	706	—	706	—	—

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

In relation to originator securitisations, the table above discloses the retained positions held by the originator in the securitisation, even where the securitisation is not eligible to apply the securitisation framework, due to the absence of significant risk transfer. Investec plc has not achieved significant risk transfer.

The securitisation exposures disclosed under the investor role are the investment positions Investec plc has purchased in third party deals.

SECURITISATION RISK
CONTINUED

Table 30: Securitisation exposures in the non-trading book and associated regulatory capital requirements - institution acting as investor (UK-SEC4)

		Exposure values (by RW bands/deductions)				Exposure values (by regulatory approach)			RWEA (by regulatory approach)			Capital charge after cap		
Ref^	**£'millions**	**≤20% RW**	**>20% to 50% RW**	**>50% to 100% RW**	**1 250% RW/ deductions**	**SEC-ERBA (including IAA)**	**SEC-SA**	**1 250%/ deductions**	**SEC-ERBA (including IAA)**	**SEC-SA**	**1 250%/ deductions**	**SEC-ERBA (including IAA)**	**SEC-SA**	**1 250%/ deductions**
	31 March 2024													
1	**Total exposures**	**774**	**10**	**—**	**1**	**10**	**774**	**1**	**4**	**116**	**1**	**—**	**9**	**1**
2	Traditional securitisation	774	10	—	1	10	774	1	4	116	1	—	9	1
3	Securitisation	774	10	—	1	10	774	1	4	116	1	—	9	1
4	Retail underlying	40	10	—	1	10	40	1	4	6	1	—	—	1
6	Wholesale	734	—	—	—	—	734	—	—	110	—	—	9	—
	31 March 2023													
1	**Total exposures**	**758**	**—**	**1**	**4**	**1**	**757**	**4**	**1**	**114**	**4**	**—**	**9**	**4**
2	Traditional securitisation	758	—	1	4	1	757	4	1	114	4	—	9	4
3	Securitisation	758	—	1	4	1	757	4	1	114	4	—	9	4
4	Retail underlying	81	—	—	4	—	81	4	—	12	4	—	1	4
6	Wholesale	677	—	1	—	1	676	—	1	102	—	—	8	—

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

Market risk

06

MARKET RISK

Overview

The focus of our trading activities is primarily to support our clients. Our strategic intent is that proprietary trading should be limited and that trading should be conducted largely to facilitate client flow. Within our trading activities, we act as principal with clients or the market. Market risk exists where we have taken on principal positions resulting from market making, underwriting and facilitation of client business in the foreign exchange, interest rate, equity, credit and commodity markets.

More information on traded market risk in review and the wind down of the structured products book can be found on page 188 of the Investec plc 2024 annual report.

Traded market risk governance structure

Traded market risk is governed by policies that cover the management, identification, measurement and monitoring of market risk. We have independent market risk teams to identify, measure, monitor and manage market risk.

The market risk teams have reporting lines that are separate from the trading function, thereby ensuring independent oversight. The Market Risk Forum, mandated by the IBP ERC, manages market risk in accordance with approved principles, policies and risk appetite. Trading desk risk limits are reviewed by the Market Risk Forum and approved by IBP ERC in accordance with the risk appetite defined by the Board. Any significant changes in risk limits are then taken to Group ERC, IBP and DLC BRCCs as well as IBP and DLC boards for review and approval. The appropriateness of limits is continually reassessed, with limits reviewed at least annually, in the event of a significant market event or at the discretion of senior management.

Measurement of traded market risk

A number of quantitative measures are used to monitor and limit exposure to traded market risk. These measures include:

- VaR and ES as portfolio measures of market risk exposure
- Scenario analysis, stress tests and tools based on EVT that measure the potential impact on portfolio values of extreme moves in markets
- Sensitivity analysis that measures the impact of individual market risk factor movements on specific instruments or portfolios, including interest rates, foreign exchange rates, equity prices, credit spreads and commodity prices. We use sensitivity measures to monitor and limit exposure across portfolios, products and risk types. Stress and scenario analyses are used to add insight into the possible outcomes under severe market disruptions. The stress testing methodology assumes that all market factors move adversely at the same time and that no actions are taken during the stress events to mitigate risk. Stress scenarios based on historical experience as well as hypothetical scenarios are considered and are reviewed regularly for relevance in the ever-changing market environment. Stress scenarios are run daily with analysis presented to IBP Review Executive Risk Review Forum weekly and IBP BRCC when the committees meet or more often should market conditions require this.

Traded market risk management, monitoring and control

Market risk limits are set according to our risk appetite policy. Limits are set at trading desk level with aggregate risk across all desks also monitored against overall market risk appetite limits. Current market conditions as well as stressed market conditions are taken into account when setting and reviewing these limits.

Market risk limits are set according to our risk appetite policy. Limits are set at trading desk level with aggregate risk across all desks also monitored against overall market risk appetite limits. Current market conditions as well as stressed market conditions are taken into account when setting and reviewing these limits.

The risk management software is fully integrated with source trading systems, allowing valuation in risk and trading systems to be fully aligned. All valuation models are subject to independent validation by market risk ensuring models used for valuation and risk are validated independently of the front office.

Regulatory approach

For regulatory purposes, the trading book includes all positions in CRD financial instruments and commodities held by the firm with trading intent, or in order to hedge positions held with trading intent. A CRD financial instrument is defined as a contract that gives rise to both a financial asset of one party and a financial liability or equity of another party.

Investec plc maintains a trading book policy which defines the policies and procedures followed when determining which positions to include in the trading book for the purposes of calculating regulatory capital requirements. Positions which cannot be included in the trading book will be assigned to the banking book and will attract capital requirements in line with this treatment.

All trading book positions will be subject to prudent valuation requirements. The Group applies the Simplified Approach when calculating additional value adjustments to adjust the fair value of trading book assets to their prudent value.

The market risk capital requirement is calculated using the SA.

MARKET RISK
CONTINUED

Table 31: Capital requirements for market risk (UK MR1)

Ref^	£'million	RWEAs 31 March 2024	RWEAs 31 March 2023
	Outright products		
1	Interest rate risk (general and specific)	46	60
2	Equity risk (general and specific)^^	180	257
3	Foreign exchange risk	151	129
4	Commodity risk	1	—
	Options		
7	Scenario approach	50	67
9	**Total**	**428**	**513**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ Collective Investment Undertaking position risk is reported under equity risk.

Market risk RWAs decreased by £85 million, mainly due to a decrease in the collective investment undertaking position risk.

Interest rate risk in the banking book

INTEREST RATE RISK IN THE BANKING BOOK

Overview

IRRBB, arises from the impact of adverse movements in interest rates on both net interest earnings and EVE.

Sources of IRRBB include:

- **Repricing risk:** arises from the timing differences in the fixed rate maturity and floating rate repricing of Group assets, liabilities and derivative positions. This affects the interest rate margin realised between lending income and borrowing costs when applied to our rate sensitive portfolios
- **Yield curve risk:** repricing mismatches also expose the Group to changes in the slope and shape of the yield curve
- **Basis risk:** arises from imperfect correlation in the adjustments of the rates earned and paid on different instruments with otherwise similar repricing characteristics
- **Embedded option risk:** arises from optional elements embedded in items where the Group or its customers can alter the level and timing of their cash flows, such as the prepayment of fixed rate loans and withdrawal of non-maturity deposits (NMDs)
- **Endowment risk:** refers to the interest rate risk exposure arising from the net differential between interest rate insensitive assets, interest rate insensitive liabilities and capital.

The above sources of interest rate risk affect the interest rate margin realised between lending income and borrowing costs when applied to our rate sensitive asset and liability portfolios, which has a direct effect on future net interest earnings and the economic value of equity.

Management and measurement

IRRBB is an inherent consequence of conducting banking activities, and arises from the provision of non-trading banking products and services. The Group considers the management of banking margin of vital importance, and our IRRBB philosophy is reflected in our day-to-day practices.

IRRBB is measured and analysed daily by utilising standard tools of EVE sensitivity and traditional interest rate net interest income (NII) sensitivity.

Daily management of interest rate risk is centralised within the Treasury of the different entities and is subject to local independent risk and ALCO review.

Treasury mitigates any residual risk where possible, by changing the duration of the banking book’s discretionary liquid asset portfolio, or through derivative transactions. The Treasury mandate allows for a tactical response to market volatility which may arise during changing interest rate cycles, in order to hedge residual exposures. Any resultant interest rate position is managed within IBP risk appetite limits.

Asset and Liability Management (ALM) independently monitors a broad range of interest rate risk metrics to changes in interest rate risk factors, detailing the sources of interest rate exposure.

IRRBB is measured and analysed daily by using a combination of EV and earning sensitivity assessments such as:

- EV metrics capture all future cash flows in order to calculate Investec plc net worth. These metrics also highlight risks beyond the short-term earnings time horizon. The EVE or net present value sensitivity is monitored on both an individual and aggregated basis then further expressed as a percentage of T1 capital
- Income metrics capture the change in accruals expected over a specified time horizon. The NII sensitivity over a 12-month period is monitored on both an individual and aggregated basis then further expressed as a percentage of budgeted NII.

The shocks used to assess the change in economic value of equity are aligned to the six prescribed rate scenarios, as defined under the PRA Rulebook. These stress scenarios are measured daily in line with the Supervisory Outlier Test methodology.

Internal methodology also measures earnings sensitivity daily against a range of +/- 1bps to +/-100bps rate scenarios in addition to the PRA Rulebook prescribed rate scenarios.

Economic Value of Equity : The ΔEVE calculations are assessed in line with PRA guidance and include the following key assumptions:

- The balance sheet is modelled on a run-off basis
- A portion of tangible equity capital is excluded from the cash flow profile. With equity invested over a Board approved tenor profile this creates an unhedged asset position which has negative value as rates rise but positive value if rates fall
- The EVE measures are calculated on a behavioural run-off profile that includes prepayment and pipeline risk assumptions where appropriate
- Commercial margins are removed from all cash flows and discounting is performed using the risk-free rate
- NMDs are assumed to reprice according to internal assumptions if interest rate sensitive, or in line with their structural hedging profile if assumed to be interest rate insensitive
- Assumptions are periodically back tested against observed historic performance.

Net Interest Income: The ΔNII calculations are assessed in line with PRA guidance and include the following key assumptions:

- Represents the change in net interest income resulting from an instantaneous parallel shock in interest rates (GBP +/-250bps, all other currencies +/-200bps)
- The NII sensitivity is based on a constant balance sheet modelling approach over 12-month horizon
- The speed and level of pass-through rates are in line with our internal assumptions and informed by continuous and regular back testing of the deposit book.

Key modelling assumptions and methodologies are applied consistently between internal measurements and regulatory disclosures.

For EVE calculations the only difference relates to the treatment of equity capital. Investec plc maintains a structural hedging programme to reduce the sensitivity of earnings to short-term interest rate movements. The Group has assigned an amortising profile to £1.6 billion of tangible equity with average duration of 2.5 years evenly distributed over the period. The termed equity is then hedged and managed within Investec plc's overall interest rate risk appetite.

Investec plc uses derivative financial instruments to manage interest rate and foreign currency risk within approved risk appetite limits. Interest rate risk is centralised in Treasury who are responsible for managing the interest rate risk externally through the techniques outlined above.

Investec plc elects to apply hedge accounting for the majority of its risk management activity that uses derivatives. Certain derivatives are designated as either fair value hedges or cash flow hedges:

INTEREST RATE RISK IN THE BANKING BOOK
CONTINUED

Fair value hedges: Investec plc hedges part of its existing interest rate risk, resulting from potential movements in the fair value of fixed rate assets and liabilities. Changes in the fair value of these instruments is recognised through profit & loss, offset by recognition of changes in the fair value of the interest rate component within the hedged items.

Cash flow hedges: Investec plc hedges a portion of the variability in future cash flows attributable to interest rate risk. The risk arises from variable interest rate assets and liabilities which are hedged using interest rate swaps. The portion of gains or losses on the hedging instrument that is determined to be effective is recognised in other comprehensive income with the ineffective portion recognised through the profit & loss.

Our interest rate sensitivity gap analysis and economic value sensitivity is disclosed in the Investec plc 2024 annual report on page 195.

Table 32: Quantitative information on IRRBB (UK IRRBB1)

		ΔEVE		ΔNII		Tier 1 capital	
Ref^	**£'millions**	**31 March 2024**	31 March 2023	**31 March 2024**	31 March 2023	**31 March 2024**	31 March 2023
010	Parallel shock up	(79)	(109)	19	22		
020	Parallel shock down	39	61	(41)	(60)		
030	Steepener shock	(3)	(2)				
040	Flattener shock	(19)	(18)				
050	Short rates shock up	(36)	(58)				
060	Short rates shock down	16	29				
070	**Maximum**	**(79)**	**(109)**	**(41)**	**(60)**		
080	**Tier 1 capital**					**2 695**	**2 321**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

ΔEVE: The constraining stress (Parallel Shock Up) has remained consistent between the March 2023 and March 2024 disclosures but with a £29 million reduction in the risk position (£79 million versus £109 million). A reduction in the assumed re-pricing lag on NMDs and a decrease in pipeline optionality risk, primarily within the asset finance business were factors that impacted the reported sensitivity between 2023 and 2024.

ΔNII: The impact of a Parallel Shock Down as of March 2024 is consistent with the same stress applied at March 2023 but with a £19 million reduction in the risk position (£41 million versus £60 million). Factors which impacted the reported sensitivity include a reduction in both the assumed beta and re-pricing lag on NMDs.

The average repricing maturity assigned to NMDs is 21 days lag up and 41 days lag down. The longest repricing maturity assigned to NMDs is 60 months.

Investment risk

08

INVESTMENT RISK

Overview

Investment risk in the banking book comprises 1.6% of total assets at 31 March 2024. We have refocused our principal investment activities on clients where we have and can build a broader relationship through other areas of activity in the Group.

We partner with management and other co-investors by bringing capital raising expertise, working capital management, merger and acquisition and investment experience into client-driven private equity transactions as well as leveraging third party capital into the Group's funds that are relevant to the Group's client base. Investments are selected based on:

- The track record and credibility of management
- Attractiveness of the industry and the positioning therein
- Valuation/pricing fundamentals
- Sustainability analyses
- Exit possibilities and timing thereof
- The ability to build value by implementing an agreed strategy.

Investments in listed shares may arise on an IPO, or sale of an investment to a listed company. There is limited appetite for listed investments.

Additionally, from time to time, the manner in which certain lending transactions are structured results in equity, warrants or profit shares being held, predominantly in unlisted companies. We also source development, investment and trading opportunities to create value within agreed risk parameters.

Following the distribution that took place on 31 May 2022, Investec plc retains a c.10% shareholding in Ninety One.

Management framework and risk appetite

As investment risk arises from a variety of activities conducted by the Group, the monitoring and measurement thereof varies across transactions and/or type of activity. Investment committees exist in the UK which provide oversight of the regions where we assume investment risk.

Risk appetite targets and limits are set to manage our exposure to equity and investment risk. An assessment of exposures against limits and targets is reported to IBP and DLC BRCCs.

As a matter of course, concentration risk is avoided and investments are spread across geographies and industries.

For more information on our valuation and sensitivity assumptions and accounting methodologies please refer to page 186 of the Investec plc 2024 annual report.

Regulatory approach

For regulatory purposes, listed and unlisted equities within the banking book are included in the credit risk capital calculations. Where an equity investment is deemed high risk, it will be included in the exposure category 'items associated with particularly high risk' attracting a risk weight of 150%.

For a breakdown of the investment portfolio and an analysis of income and revaluations recorded, refer to page 186 of Investec plc 2024 annual report.

Operational risk

OPERATIONAL RISK

Overview

Operational risk is an inherent risk in the ordinary course of business activity. The impact could be financial as well as non-financial. Possible non-financial impacts could include customer detriment, reputational or regulatory consequences.

Risk appetite

Operational risk appetite is defined as the level of risk exposure that is acceptable to the Board in order to achieve its business and strategic objectives. The Board is responsible for setting and regularly reviewing the risk appetite. The operational risk appetite policy defines the amount of operational risk exposure, or potential adverse impact of a risk event, that the Group is willing to accept through qualitative and quantitative measures.

Operational risks are managed in accordance with the approved risk appetite. Any breaches of limits are escalated in accordance with the appropriate governance structures.

Operational risk management framework and governance

The Group manages operational risk through an operational risk management framework that is embedded across all levels of the organisation and is supported by a strong risk management culture. The key purpose of the operational risk management framework is to define the policies and practices that provide the foundation for a structured and integrated approach to identify, assess, mitigate/manage, monitor and report on operational risks.

The key operational risk practices are as follows:

Identify and assess	
Risk and control assessments	• Risk and control assessments are forward-looking, qualitative assessments of inherent and residual risk that are performed on key business processes using a centrally defined risk framework • These assessments enable business to identify, manage and monitor operational risks, incorporating other elements of the operational risk management framework such as risk events and key indicators • Detailed control evaluations are performed, and action plans developed and implemented where necessary to ensure that risk exposure is managed within acceptable levels.
Internal risk events	• Internal risk events provide an objective source of information relating to failures in the control environment • The tracking of internal risk event data provides an opportunity to improve the control environment and to minimise the occurrence of future risk events • In addition, internal risk event data is used as a direct input into the Pillar II capital modelling process.
External risk events	• External risk events are operational risk related events originating outside the organisation • The Group is an active member of a global external data service used to benchmark our internal risk event data against other local and international financial service organisations • The external data is analysed to enhance the control environment, inform scenario analysis and provide insight into emerging operational risks.
Mitigate/manage	
Risk exposures	• Risk exposures are identified through the operational risk management processes, including but not limited to risk assessments, internal risk events, key indicators and audit findings • Residual risk exposure is evaluated in terms of the Group's risk appetite and mitigated where necessary by improving the control environment, transferring through insurance, terminating the relevant business activity or accepting the risk exposure for a period of time subject to formal approval and monitoring.
Monitor	
Key risk indicators	• Indicators are metrics used to monitor risk exposures against identified thresholds • The output provides predictive capability in assessing the risk profile of the business.

The operational risk governance structures form an integral part of the operational risk management framework. Key components of the governance structures are:

Roles and responsibilities

The Group, in keeping with sound governance practices, has defined roles and responsibilities for the management of operational risk in accordance with the three lines of defence model, i.e. business line management, an independent operational risk function and an independent internal audit function.

Specialist control functions are responsible for the management of key operational risks. These include, but are not limited to: compliance (including financial crime compliance), cyber, finance, fraud, legal, technology and information security risks.

Committees

Operational risk is managed and monitored through various governance forums and committees that are integrated with the Group's risk management governance structure and report to Board level committees.

The Group's operational risk profile is reported to the governance forums and committees on a regular basis, which

OPERATIONAL RISK
CONTINUED

contributes to sound risk management and decision-making by the Board and management.

- Operational risk:

Management forums and committees are in place at each entity level. Key responsibilities include the monitoring of operational risk and oversight of the operational risk management framework, including approval of the operational risk management policies.

- Technology and information security and risk:

The DLC IT Risk and Governance Committee is responsible for the monitoring of current and emerging technology and information security risks. In addition, this committee considers the strategic alignment of technology within the business.

The UK Technology Management Committees monitor technology risks for the UK entities and escalate current and emerging risks to the DLC IT Risk and Governance Committee and relevant local risk governance forums and committees.

More information on our key operational risk themes is set out on page 198 of the Investec plc 2024 annual report.

Regulatory approach

For regulatory purposes we apply the SA to calculate operational risk capital requirements. The capital requirements are calculated as a percentage of income by business line (per the regulatory definitions) averaged over the last three years. The operational risk capital requirement is updated on an annual basis.

Table 33: Operational risk own funds requirements and risk weighted exposure amounts (UK OR1)

Ref^	£'million Banking activities	Relevant indicator*			Own funds requirements	Risk weighted exposure amount
		31 March 2024	31 March 2023	31 March 2022		
2	Banking activities subject to standardised (TSA)/alternative standardised (ASA) approaches	1 197	978	786	150	1 879
3	Subject to TSA:	1 197	978	786		

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

* The 31 March 2023 and 31 March 2022 indicators have been amended to remove the IW&I UK gross income from the 3-year average income calculation.

Operational risk RWAs decreased by £145 million to £1.9 billion. The decrease is mainly due to the removal of IW&I UK gross income from the three-year average income calculation. The PRA granted Investec plc permission to remove the discontinued operation from the calculation. The decrease in operational risk RWAs is marginally offset by higher profits and the inclusion of 41.25% of Rathbones' gross income in the RWA calculation.

Asset encumbrance

10

ASSET ENCUMBRANCE

Overview

An asset is defined as encumbered if it has been pledged as collateral against an existing liability and, as a result, is no longer available to the Group to secure funding, satisfy collateral needs or be sold to reduce the funding requirement.

Risk management monitors and manages total balance sheet encumbrance within a Board-approved risk appetite limit. Asset encumbrance is one of the factors considered in the discussion of new products or new funding structures, and the impact on risk appetite is assessed.

Encumbered assets are identified in accordance with the reporting requirements under Article 443 of the Disclosure (CRR) within the PRA Rulebook, and regular reporting is provided to the PRA. The figures included in the tables which follow are the median values of these quarterly returns and therefore will not be reconcilable to balances reported in the Investec plc 2024 annual report.

Encumbered assets

The median volume of the encumbered assets of Investec plc in the year leading up to 31 March 2024 was £2.4 billion. This encumbrance primarily relates to assets encumbered within the BoE Single Collateral Pool (SCP) to provide collateral for use in their Sterling Monetary Framework market operations and funding schemes, collateral posted as derivative margin, and assets encumbered as part of reverse repurchase agreements and collateralised notes. In addition, Investec plc utilises securitisation in order to raise external term funding as part of its diversified liability base.

IBP is the primary entity which encumbers assets within Investec plc. The most material intragroup encumbrance is related to assets encumbered within the Asset Finance Group (AFG) – £957 million of equipment leases and auto loans originated by AFG have been used as collateral on a revolving basis as part of two retained securitisations. £706 million of senior notes from this securitisation have been used as collateral in the SCP with the remaining notes retained within the Group.

Unencumbered assets

Of the assets which are not currently encumbered, it would not be possible to encumber around 7% – this includes assets such as goodwill, interests in associate undertakings, deferred tax assets, property, plant and equipment, and client assets.

Table 34: Encumbered and unencumbered assets (UK AE1)

		Carrying amount of encumbered assets		Fair value of encumbered assets		Carrying amount of unencumbered assets		Fair value of unencumbered assets	
Ref^	£'million		of which notionally eligible EHQLA and HQLA		of which notionally eligible EHQLA and HQLA		of which notionally eligible EHQLA and HQLA		of which notionally eligible EHQLA and HQLA
	31 March 2024								
010	**Assets of the reporting institution***	**2 302**	**337**			**27 720**	**6 582**		
030	Equity instruments	18	—	—	—	538	—	—	—
040	Debt securities	287	275	287	275	3 522	1 801	3 522	1 801
050	of which: covered bonds	—	—	—	—	202	202	202	202
060	of which: asset-backed securities	—	—	—	—	817	—	817	—
070	of which: issued by general governments	247	247	247	247	1 914	1 561	1 914	1 561
080	of which: issued by financial corporations	32	21	32	21	469	14	469	14
090	of which: issued by non-financial corporations	9	7	9	7	83	—	83	—
120	Other assets	2 030	62			23 695	4 880		
	31 March 2023								
010	**Assets of the reporting institution***	**2 318**	**403**			**26 440**	**6 729**		
030	Equity instruments	31	—	—	—	624	—	—	—
040	Debt securities	325	311	325	311	2 380	1 361	2 380	1 361
050	of which: covered bonds	—	—	—	—	96	96	96	96
060	of which: asset-backed securities	—	—	—	—	689	—	689	—
070	of which: issued by general governments	296	296	296	296	1 453	1 257	1 453	1 257
080	of which: issued by financial corporations	16	4	16	4	68	15	68	15
090	of which: issued by non-financial corporations	8	7	8	7	75	—	75	—
120	Other assets	1 931	82			23 229	5 347		

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* The values included in the table represent the median values over four quarters and therefore may not agree to the totals disclosed in the table.

ASSET ENCUMBRANCE
CONTINUED

Table 35: Collateral received (UK AE2)

Ref^*	£'million	Fair value of encumbered collateral received or own debt securities issued		Unencumbered – Fair value of collateral received or own debt securities	
			of which notionally eligible EHQLA and HQLA		of which EHQLA and HQLA
	31 March 2024				
130	**Collateral received by the reporting institution***	**92**	**92**	**1 249**	**1 107**
140	Loans on demand	—	—	—	—
150	Equity instruments	—	—	8	—
160	Debt securities	92	92	578	465
170	of which: covered bonds	—	—	45	45
180	of which: asset-backed securities	—	—	94	—
190	of which: issued by general governments	92	92	263	263
200	of which: issued by financial corporations	—	—	19	19
210	of which: issued by non-financial corporations	—	—	114	114
230	Other collateral received	—	—	647	647
241	Own covered bonds and asset-backed securities issued and not yet pledged			1	—
250	**Total assets, collateral received and own debt securities issued**	**2 361**	**429**		
	31 March 2023				
130	**Collateral received by the reporting institution***	**150**	**150**	**1 471**	**1 181**
140	Loans on demand	—	—	—	—
150	Equity instruments	—	—	23	—
160	Debt securities	150	150	630	275
170	of which: covered bonds	—	—	49	49
180	of which: asset-backed securities	—	—	163	14
190	of which: issued by general governments	150	150	129	129
200	of which: issued by financial corporations	—	—	195	25
210	of which: issued by non-financial corporations	—	—	31	31
230	Other collateral received	—	—	808	808
241	Own covered bonds and asset-backed securities issued and not yet pledged			1	—
250	**Total assets, collateral received and own debt securities issued**	**2 468**	**550**		

Table 36: Sources of encumbrance (UK AE3)

Ref^	£'million	Matching liabilities, contingent liabilities or securities lent	Assets, collateral received and own debt securities issued other than covered bonds and securitisations encumbered
	31 March 2024		
010	**Carrying amount of selected financial liabilities***	**1 724**	**2 329**
	31 March 2023		
010	**Carrying amount of selected financial liabilities***	1 988	2 411

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* The values included in the table represent the median values over four quarters and therefore may not agree to the totals disclosed in the table.

Liquidity risk

11

LIQUIDITY RISK

Overview

Liquidity risk refers to the possibility that, despite being solvent, we have insufficient capacity to fund increases in assets, or are unable to meet our payment obligations as they fall due, in normal and stressed conditions. This includes repaying depositors or maturing wholesale debt. This risk arises from mismatches in the timing of cash flows, and is inherent in all banking operations, and can be impacted by a range of institution-specific and market-wide events.

Our Board-approved ILAAP concluded that Investec maintains at all times a prudent funding profile and liquidity resources which are adequate, both in amount and quality, to ensure that there is no significant risk that its obligations cannot be met as they fall due, both under the normal course of business and under a combined stress. In order to achieve this outcome, the Group has in place a robust strategy, policies and systems that enable it to measure, manage and monitor liquidity risk and funding risk over the short and long-term.

Management and measurement

Cohesive liquidity management is vital for protecting our depositors, preserving market confidence, safeguarding our reputation and ensuring sustainable growth with established funding sources. Through active liquidity management, we seek to preserve stable, reliable and cost-effective sources of funding. As such the Group considers ongoing access to appropriate liquidity for all its operations to be of paramount importance, and our core liquidity philosophy is reflected in day-to-day practices which encompass the following robust and comprehensive set of policies and procedures for assessing, measuring and controlling liquidity risk:

- Our liquidity management processes encompass requirements set out within the Basel Committee on Banking Supervision guidelines and by the regulatory authorities in each jurisdiction, namely the PRA, European Banking Authority, Guernsey Financial Services Commission and Swiss Financial Market Supervisory Authority
- The risk appetite is clearly defined by the Board and each geographic entity must have its own Board-approved policies with respect to liquidity risk management
- Funding is diversified with respect to currency, term, product, client type and counterparty to ensure a varied overall funding mix
- The balance sheet risk management team independently monitors and communicates key daily funding metrics and liquidity ratios to assess potential risks to the liquidity position, which further act as early warning indicators of potential market disruptions
- The maintenance of sustainable prudent liquidity resources takes precedence over profitability
- The Group maintains contingency funding plans designed to protect depositors, creditors and shareholders and maintain market confidence during adverse liquidity conditions. The plan covers a diverse and credible menu of financial options available to the Board in order to address a severe stress scenario (including, but not limited to, monetisation of HQLA, raising deposits, debt issuance and securitisation of assets for purposes of selling or monetising via repurchase agreements).

We measure liquidity risk by quantifying and calculating various liquidity risk metrics and ratios to assess potential risks to the liquidity position. These include:

- An internal 'survival horizon' metric which models the number of days it takes before the Group's cash position is depleted under an internally defined worst-case liquidity stress
- Regulatory metrics for liquidity measurement:
  - LCR
  - NSFR
- Additional internally defined funding and balance sheet ratios
- Other local regulatory requirements such as the PRA110.

This suite of metrics ensures the smooth management of the day-to-day liquidity position within conservative parameters and further validates that we are able to generate sufficient liquidity to withstand a range of liquidity stresses or market disruptions.

The liquidity risk framework and governance, including all liquidity metrics and the parameters used in stress scenarios, are Board-approved and reviewed at least annually, taking into account changes in the business environments and input from business units. The objective of stress testing is to analyse the possible impact of a severe but plausible combined market-wide and idiosyncratic stress on our balance sheet, so as to maintain sufficient liquidity and to continue to operate for a minimum period as required by the Board-approved risk appetite.

We further conduct reverse stress tests to identify business model vulnerabilities which test 'tail risks' that can be missed in normal stress tests. The Group has calculated the severity of stress required to breach the liquidity requirements. This scenario is considered highly unlikely given the Group's strong liquidity position, as it requires an extreme withdrawal of deposits combined with the inability to take any management actions to breach liquidity minima that threatens the Group's liquidity position.

The Group operates an industry-recognised third party risk modelling system in addition to custom-built management information systems designed to measure and monitor liquidity risk on both a current and forward-looking basis. A rigorous systems and controls infrastructure for supporting the receipt of timely and accurate liquidity risk data continues to be a key focus of IBP and Investec plc senior management.

Under delegated authority of the respective boards, the Group has established ALCOs within each banking entity in which it operates, using regional expertise and local market access as appropriate. The ALCOs are mandated to ensure independent supervision of liquidity risk within the risk appetite.

Each banking entity has its own Board-approved liquidity policies and its own senior risk committee which is responsible for the measurement and management of the liquidity risk arising within that entity. Senior risk management individuals from each subsidiary are required attendees at the Investec Bank plc and Investec plc ALCOs, ensuring a holistic approach to liquidity risk management.

ALCOs meet on at least a monthly basis to review the exposures that lie within the balance sheet together with market conditions, and decide on strategies to mitigate any undesirable liquidity risk. The Treasury function within each banking entity is mandated to manage the liquidity mismatch arising from our asset and liability portfolios on a day-to-day basis. The Treasury function within each banking entity is required to exercise tight control of liquidity, funding concentration and encumbrance within the Board-approved risk appetite limits. The ALM team provides independent oversight of the Group's liquidity and reports to the IBP Chief Risk Officer.

LIQUIDITY RISK
CONTINUED

Liquidity buffer

The liquidity buffer represents the amount of the Group's liquidity resources which meet the regulatory requirements, after the application of any prescribed haircuts. The majority of the liquidity buffer is held in the form of cash at the BoE. The remainder of the buffer is held in the form of unencumbered high-quality liquid assets (typically in the form of government or rated securities eligible for repurchase with the central bank) or in the form of other near cash items. Investec's liquidity buffer is always well in excess of the regulatory requirements, and its levels and composition are managed within Board-approved limits. Additionally, the Group remains a net liquidity provider to the interbank market, placing significantly more funds with other banks than our short-term interbank borrowings. We do not rely on short-term interbank deposits to fund term lending.

Treasury periodically monetises a representative proportion of the liquid assets through repo or outright sale in order to test its access to the market and the effectiveness of the monetisation process.

Liquidity coverage ratio

The LCR is designed to ensure that banks have sufficient high-quality liquid assets to meet their liquidity needs throughout a 30-calendar-day severe stress. The LCR requires banks to hold a stock of HQLA at least as large as expected total net cash outflows over the stress period. The total net cash outflows represent the total expected cash outflows and inflows for the subsequent 30 days after prescribed LCR weightings have been applied. The LCR is calculated using the PRA Rulebook (CRR) and our own interpretations where the regulation calls for it.

Risks not captured in the LCR (e.g. intraday risk and derivative initial margin risk) are quantified and would not materially impact the LCR.

The 12-month moving averages of month-end reported LCR observations did not change materially. The business model of the Group is based on borrowing from and lending to a diverse client base including retail and non-retail customers. Funding continues to be dynamically raised through a mix of customer liabilities diversified by customer type, currency, channel and tenor, avoiding reliance on any particular channel and ensuring continued access to a wide range of depositors. Those diversified funding channels have proven to be capable of raising funding throughout the year.

The main drivers of the LCR results are (i) the weighted outflows (over the 30-day LCR window) arising from these deposits and credit facilities and (ii) the size of the liquidity buffer, which is a function of the overall levels of funding and lending (within and outside of the 30-day LCR window).

The Group conducts business in three significant currencies: GBP, EUR and USD, with the main currency being GBP. We aim to match fund assets and liabilities by currency. Investec's liquidity risk management framework requires all operating entities to monitor the LCR for material currencies. The denomination of HQLA securities is tailored to cater for short-term liquidity needs by currency under business-as-usual and stressed circumstances. The active management of currency liquidity risk is driven by internal stress testing and the associated currency level risk appetite limits.

Table 37 UK LIQ1 is completed on an Investec plc Group basis. In accordance with the PRA Pillar 3 liquidity instruction guidelines, the table shows values and figures as the simple averages of month end observations over the preceding 12 months.

Net stable funding ratio

The NSFR is the amount of available stable funding (ASF) relative to required stable funding (RSF) over a time horizon of one year with a regulatory minimum of 100%.

Table 38 UK LIQ2 is completed on an Investec plc Group basis. As required within the guidelines, the table shows values and figures as the simple averages of quarter-end observations over the preceding 12 months .

LIQUIDITY RISK
CONTINUED

Table 37: Quantitative information of LCR (UK LIQ1)

		Total unweighted value (average)				Total weighted value (average)			
Ref^	**£'million Quarter ending on**	**31 March 2024**	31 Dec 2023	30 Sept 2023	30 June 2023	**31 March 2024**	31 Dec 2023	30 Sept 2023	30 June 2023
UK 1b	Number of data points used in the calculation of averages	**12**	**12**	**12**	**12**	**12**	**12**	**12**	**12**
	HIGH-QUALITY LIQUID ASSETS								
1	Total high-quality liquid assets (HQLA)					**6 756**	**6 541**	**6 543**	**6 364**
	CASH - OUTFLOWS								
2	Retail deposits and deposits from small business customers, of which:**	13 124	12 760	12 620	12 191	650	662	692	715
3	Stable deposits	2 067	2 050	2 047	2 065	103	103	102	103
4	Less stable deposits	2 724	2 781	2 895	3 033	425	432	452	473
5	Unsecured wholesale funding	2 583	2 671	2 762	2 807	1 183	1 217	1 254	1 257
7	Non-operational deposits (all counterparties)	2 576	2 664	2 755	2 800	1 176	1 210	1 247	1 250
8	Unsecured debt	7	7	7	7	7	7	7	7
9	Secured wholesale funding					19	21	24	46
10	Additional requirements	2 664	2 636	2 586	2 578	875	841	817	817
11	Outflows related to derivative exposures and other collateral requirements	366	363	373	394	367	363	373	394
12	Outflows related to loss of funding on debt products	33	36	39	41	33	36	39	41
13	Credit and liquidity facilities	2 265	2 237	2 174	2 143	475	443	405	382
14	Other contractual funding obligations	589	569	578	612	452	413	397	406
15	Other contingent funding obligations	695	671	666	698	68	63	62	68
16	**TOTAL CASH OUTFLOWS**					**3 247**	**3 216**	**3 246**	**3 309**
	CASH - INFLOWS								
17	Secured lending (e.g. reverse repos)	578	582	599	636	267	264	313	351
18	Inflows from fully performing exposures	998	998	1 006	1 014	892	897	915	926
19	Other cash inflows	654	629	597	633	397	374	349	375
20	**TOTAL CASH INFLOWS**	**2 230**	**2 209**	**2 202**	**2 283**	**1 556**	**1 535**	**1 577**	**1 652**
UK-20c	Inflows subject to 75% cap	2 230	2 209	2 202	2 283	1 556	1 535	1 577	1 652
	TOTAL ADJUSTED VALUE								
UK-21	**LIQUIDITY BUFFER**					**6 756**	**6 541**	**6 543**	**6 364**
22	**TOTAL NET CASH OUTFLOWS**					**1 691**	**1 680**	**1 669**	**1 657**
23	**LIQUIDITY COVERAGE RATIO***					**402%**	**394%**	**401%**	**393%**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
* The LCR is calculated using 12 month averages and therefore the totals in the table above will not tie back to the ratio disclosed. The LCR disclosed in the Investec plc annual report is a point in time ratio and will not agree with the ratios disclosed in this table.
** Row 2 is made up of total retail deposits (i.e. stable deposits, less stable deposits and LCR exempt retail deposits).

LIQUIDITY RISK
CONTINUED

Table 38: Net Stable Funding Ratio (UK LIQ2)

		Unweighted value by residual maturity (average)				Weighted value (average)
Ref^	£'million	No maturity	< 6 months	6 months to < 1yr	≥ 1yr	
31 March 2024						
Average stable funding (ASF) items						
1	Capital items and instruments	2 518	18	90	672	3 189
2	Own funds	2 518	18	90	672	3 189
4	Retail deposits		9 329	2 751	1 100	12 148
5	Stable deposits		3 172	369	90	3 454
6	Less stable deposits		6 157	2 382	1 010	8 694
7	Wholesale funding:		6 008	521	3 611	6 380
9	Other wholesale funding		6 008	521	3 611	6 380
11	Other liabilities:	161	822	7	39	42
12	NSFR derivative liabilities	161				
13	All other liabilities and capital instruments not included in the above categories		822	7	39	42
14	**Total available stable funding (ASF)**					**21 759**
Required stable funding (RSF) Items						
15	Total high-quality liquid assets (HQLA)					112
17	Performing loans and securities:		4 170	1 833	12 828	12 855
18	Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut		287	25	50	104
19	Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions		1 449	311	856	1 130
20	Performing loans to non-financial corporate clients, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:		1 931	1 263	6 887	7 406
21	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		408	228	4 278	3 469
22	Performing residential mortgages, of which:		482	223	4 280	3 556
23	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		204	177	3 890	3 055
24	Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products		21	10	755	659
26	Other assets:	—	1 234	34	1 735	2 138
27	Physical traded commodities				—	—
28	Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs		101	—	—	86
30	NSFR derivative liabilities before deduction of variation margin posted		389	—	—	19
31	All other assets not included in the above categories		744	34	1 735	2 033
32	Off-balance sheet items		648	—	2 182	142
33	**Total RSF**					**15 247**
34	**Net Stable Funding Ratio (%)**					**143 %**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

12 Remuneration

REMUNERATION

PRA remuneration code

In terms of the PRA's Chapter on Disclosure Requirements and Part 8 of the CRR the Group is required to make certain quantitative and qualitative remuneration disclosures on an annual basis with respect to Material Risk Takers (MRTs).

MRTs are defined as those employees (including directors) whose professional activities could have a material impact on the Group's risk profile and have been identified at both an Investec plc Group and IBP (solo-consolidation) basis.

A total of 45 individuals were MRTs for Investec plc and 40 for IBP at 31 March 2024.

Qualitative disclosures detailed below apply to MRTs at both level. Quantitative disclosures at an Investec plc Group level can be found below. IBP disclosures are included in Appendix A.

Remuneration structure

Element	Operation
Salary	Paid monthly in cash
Role-Based Allowance	• Role-Based Allowances may be awarded to certain MRTs to reflect their roles and ensure an appropriate balance between fixed and variable remuneration – Paid monthly in cash – These are fixed, according to the nature of each role, and can only be amended in certain limited circumstances (e.g. a material increase in organisational responsibilities).
Benefits and pension	• Benefits are provided, with the details depending on local market practice – Employees have access to country-specific, company-funded benefits such as pension schemes, private medical insurance, permanent health insurance, life insurance and cash allowances – Pension and benefit levels differ globally to be competitive in different markets, and there is no single pension level across the Group.
Short-term incentive	• Discretionary performance bonuses based on business and individual performance • The amounts available to be distributed are based on the Bank-wide risk adjusted Economic Value Added (EVA) model which is, at a high level, based on revenue less risk adjusted costs, and overall affordability • At an individual level the bonus allocations are determined based on performance against qualitative and quantitative factors. Qualitative measures include adherence to culture, including supporting belonging, inclusion and diversity, client outcomes, market context, contribution to performance and brand building, attitude displayed towards risk consciousness and effective risk management. • Non-MRTs: – Bonus awards exceeding a predetermined threshold are subject to 60% deferral in respect of the portion exceeding the threshold – The deferred amount is awarded in the form of: short-term share awards vesting in three equal tranches over a period of approximately three years; or cash released in three equal tranches over a period of approximately three years – Deferred bonuses are subject to malus conditions. • MRTs: – Bonus awards are subject to minimum deferral as follows: – Where variable remuneration, comprising bonus and long-term incentives, equals or exceeds £500 000, a minimum of 60% of variable remuneration is deferred – Where variable remuneration is less than £500 000 a minimum of 40% is deferred, unless the de minimis concession is met in which case there is no deferral – A minimum of 50% of both the deferred and non-deferred elements are delivered in shares, with the remaining balance in cash or shares – The deferred elements vest over periods from four up to seven years and are subject to an appropriate retention period, generally 12 months, after vesting – All variable remuneration is subject to clawback – All deferred variable remuneration is subject to malus – MRTs are subject to the 2:1 maximum ratio of variable to fixed remuneration for the 2023/24 year.
Other	• Variable remuneration of employees in the audit, risk and compliance functions is set independently of the business they oversee • The Non-Executive Directors are not eligible to participate in any of the Group's incentive plans or to join any pension scheme. They do not receive any taxable benefits over and above reimbursement for agreed travel and subsistence.

REMUNERATION
CONTINUED

Determination of remuneration levels for employees

Qualitative and quantitative considerations form an integral part of the determination of overall levels of remuneration and total compensation for each individual. Factors considered for overall levels of remuneration in the Bank include:

- Financial measures of performance:
  - Risk-adjusted EVA model
  - Affordability.
- Non-financial measures of performance:
  - Market context
  - Specific input from the risk and compliance functions.

Factors considered to determine total compensation for each individual include:

- Financial measures of performance
  - Achievement of individual targets and objectives
  - Scope of responsibility and individual contributions.
- Non-financial measures of performance
  - Alignment and adherence to our culture and values, including supporting belonging, inclusion and diversity
  - The level of cooperation and collaboration fostered
  - Development of self and others
  - Attitude displayed towards risk consciousness and effective risk management
  - Adherence to internal control procedures
  - Compliance with the Bank's regulatory requirements and relevant policies and procedures, including treating customers fairly
  - The ability to grow and develop markets and client relationships
  - Multi-year contribution to performance and brand building
  - Long-term sustained performance
  - Specific input from the risk and compliance functions
  - Attitude and contribution to sustainability principles and initiatives.

  Remuneration levels are targeted to be commercially competitive on the following basis:
  - The most relevant competitive reference points for remuneration levels are based on the scope of responsibility and individual contributions made
  - The IBP Remuneration Committee recognises that the Bank operates an international business and competes with both local and international competitors in each of our markets
  - Appropriate benchmark of industry and comparable organisations' remuneration practices are reviewed regularly
  - While benchmarking information is utilised, it is considered along with other relevant factors, including internal comparators, the scope and complexity of the role and the individual's contribution
  - Remuneration structures for DLC Executive Directors contained within the Investec Group remuneration report 2024.

Guaranteed variable remuneration

Guaranteed variable remuneration comprises all forms of remuneration whose value can be determined prior to award. This includes, but is not limited to sign-on, buy-out and guaranteed awards. Guaranteed variable awards will not be awarded, paid or provided to any individual within the Bank unless they are:

- Exceptional
- In the context of hiring new staff
- Limited to the first year of service.

The IBP Remuneration Committee, or the Chair on behalf of the Committee, is required to pre-approve individual remuneration packages (including new joiner, retention and severance remuneration) for the following:

- IBP Executive Directors, in consultation with the DLC Remuneration Committee
- IBP Persons Discharging Managerial Responsibilities (PDMRs)
- IBP Senior Managers as defined under the Senior Managers and Certification Regime (SMCR).

All other forms of guaranteed remuneration above pre-determined thresholds are reported to the IBP and DLC Remuneration Committees.

Remuneration structures for DLC Executive Directors contained within the 2024 Investec Group Remuneration report.

Severance awards

Severance payments for the early termination of a contract are at executive management's absolute discretion and must reflect performance achieved over time and be designed in a way that does not reward failure. Severance payments for MRTs in the Bank are subject to all necessary regulatory requirements, and approval by the IBP Remuneration Committee.

Remuneration structures for DLC Executive Directors contained within the Investec Group Remuneration report 2024.

Further information

The mandate and responsibilities of the IBP and DLC Remuneration Committees, details of the number of meetings held during the year, information on advice sought from external consultants and further information on the remuneration policy and practices are included in the Investment Bank plc 2024 annual report and the Investec Group Remuneration Report 2024.

REMUNERATION
CONTINUED

Table 39: Remuneration awarded for the financial year (UK REM1)

Ref^	£'million	MB Supervisory Function	MB Management Function	Other Senior Management	Other Identified Staff
	Fixed remuneration				
1	Number of Identified Staff	10	4	10	21
2	Total Fixed Remuneration	1	2	7	8
3	Of which cash based	1	2	7	8
	Variable remuneration				
9	Number of identified staff	—	4	10	21
10	Total variable remuneration	—	5	11	13
11	Of which: cash-based	—	—	4	4
12	Of which: deferred	—	—	2	2
UK-13a	Of which: shares or equivalent ownership interests **	—	5	7	9
UK-14a	Of which: deferred **	—	3	4	6
17	**Total remuneration**	**1**	**7**	**18**	**21**

Table 40: Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff) (UK REM2)

Ref^	£'million	MB Supervisory Function	MB Management Function	Other Senior Management	Other Identified Staff	Total
6	**Severance payments awarded during the financial year**	—	—	—	1	**1**
	Severance payments awarded during the financial year - Number of identified staff	—	—	—	1	

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

** Value represents the number of shares awarded multiplied by the applicable share price. These awards were made during the period but have not yet vested. These awards are subject to performance conditions and vest over a period from two and a half to four and a half years, up to three to seven years, determined by regulatory requirements. They are also subject to a 6- or 12-month retention period after vesting.

REMUNERATION
CONTINUED

Table 41: Deferred remuneration (UK REM3)

Ref^	Deferred and retained remuneration £'million	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)*	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
7	**MB Management Function**	24	1	10	—	1	—	1	1
8	Cash- based	1	—	—				—	—
9	Shares or equivalent ownership interests	23	1	10	—	1		1	1
13	**Other Senior Management**	9	2	14	—	—	—	2	1
14	Cash- based	2	—	3	—	—	—	—	—
15	Shares or equivalent ownership interests	7	2	11	—	—	—	2	1
19	**Other Identified Staff**	19	2	13	—	—	—	2	2
20	Cash- based	4	—	3	—	—	—	—	—
21	Shares or equivalent ownership interests	15	2	10	—	—	—	2	2
25	**Total amount**	**53**	**5**	**36**	**—**	**1**	**—**	**5**	**4**

Table 42: Remuneration of 1 million EUR or more per year (UK REM4)

Ref^	EUR	Identified staff that are high earners as set out in Article 450(i) CRR 31 March 2024
1	1 000 000 to below 1 500 000	**5**
2	1 500 000 to below 2 000 000	**7**
3	2 000 000 to below 2 500 000	**3**
4	2 500 000 to below 3 000 000	**5**
5	3 000 000 to below 3 500 000	**1**
6	3 500 000 to below 4 000 000	**1**

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* I.e. changes in the value of deferred remuneration due to changes in the prices of instruments.

REMUNERATION
CONTINUED

Table 43: Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff) (UK REM5)

		Management Body remuneration			Business Areas					
Ref^	£'million	MB Supervisory Function	MB Management Function	Total MB	Investment Banking	Retail Banking*	Corporate Functions	Independent Control Functions	All Other	Total
1	Total number of identified staff									**45**
2	Of which: members of the management body	10	7	17						
3	Of which: other senior management				4	—	3	—	—	
4	Of which: other identified staff				8	2	5	4	2	
5	Total remuneration of identified staff	1	13	14	19	2	7	3	2	
6	Of which: variable remuneration	—	5	5	11	1	5	2	1	
7	Of which: fixed remuneration	1	8	9	8	1	2	1	1	

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* Refers to Private Client division.

Appendix A - Investec Bank plc individual disclosure tables

13

APPENDIX A

Appendix A – Investec Bank plc individual disclosure tables

IBP is authorised by the PRA and is regulated by the FCA and the PRA on a solo-consolidated basis. IBP applies the provisions laid down in Article 9 (solo-consolidation waiver) of the CRR and therefore includes Investec Investments (UK) Limited in the solo-consolidation.

In accordance with Article 13 and the Disclosure (CRR) Part of the PRA rulebook, a sub-set of Pillar disclosures covering own funds, capital requirements, countercyclical capital buffers, credit risk, remuneration, leverage ratio, liquidity requirements and CRM mitigation techniques have to be published by significant subsidiaries of the Group. The IBP disclosures, which follow, are published on an individual level (i.e. solo-consolidation level) as at 31 March 2024, with comparative figures provided for 31 March 2023 where relevant.

APPENDIX A
CONTINUED

Table 44: Key metrics (UK KM1)

Ref^	£'million	31 March 2024	31 March 2023
	Available own funds (amounts)		
1	Common Equity Tier 1 (CET1) capital	1 880	1 764
	Common Equity Tier 1 (CET1) capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	1 865	1 725
2	Tier 1 capital	2 338	2 014
	Tier 1 capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	2 323	1 975
3	Total capital	3 033	2 778
	Total capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	3 019	2 739
	Risk weighted exposure amounts		
4	Total risk weighted assets	14 888	14 087
	Total risk weighted exposure amount as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	14 873	14 047
	Capital ratios		
5	Common Equity Tier 1 ratio (%)	12.6%	12.5%
	Common Equity Tier 1 ratio (%) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	12.5%	12.3%
6	Tier 1 ratio (%)	15.7%	14.3%
	Tier 1 ratio (%) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	15.6%	14.1%
7	Total capital ratio (%)	20.4%	19.7%
	Total capital ratio (%) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	20.3%	19.5%
	Additional own funds requirements based on SREP (as a percentage of risk weighted exposure amounts)		
UK 7a	Additional CET1 SREP requirement (%)	0.3%	0.3%
UK 7b	Additional AT1 SREP requirement (%)	0.1%	0.1%
UK 7c	Additional T2 SREP requirements (%)	0.1%	0.1%
UK 7d	Total SREP own funds requirements (%)	8.5%	8.5%
	Combined buffer requirement (as a percentage of risk weighted exposure amount)		
8	Capital conservation buffer (%)	2.5%	2.5%
9	Institution-specific countercyclical capital buffer (%)	1.2%	0.6%
11	Combined buffer requirement (%)	3.7%	3.1%
UK 11a	Overall capital requirements (%)	12.2%	11.6%
12	CET1 available after meeting the total SREP own funds requirements (%)*	4.1%	4.0%
	Leverage ratio^^		
13	Leverage ratio total exposure measure	21 281	20 218
14	Leverage ratio	11.0%	10.0%
	Leverage ratio as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	10.9%	9.8%
	Liquidity Coverage Ratio		
15	Total high-quality liquid assets (HQLA) (Weighted value-average)	6 084	5 530
UK 16a	Cash outflows - Total weighted value	2 783	2 828
UK 16b	Cash inflows - Total weighted value	1 408	1 503
16	Total net cash outflows (adjusted value)	1 375	1 325
17	Liquidity coverage ratio (%)**	446%	431%
	Net Stable Funding Ratio		
18	Total available stable funding	21 234	19 678
19	Total required stable funding	15 355	14 526
20	NSFR ratio (%)	138%	136 %

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IBP's Pillar 2A requirement expressed as a percentage of RWAs at 31 March 2024 amounted to 0.48%, of which 0.27% has to be met with CET1 capital.

APPENDIX A
CONTINUED

Table 45: Reconciliation of regulatory own funds to the balance sheet in the audited financial statements (UK CC2)

£'million	Ref^	Accounting balance sheet	Regulatory balance sheet	Accounting balance sheet	Regulatory balance sheet
		31 March 2024		31 March 2023	
Cash and balances at central banks		5 650	5 650	5 380	5 380
Loans and advances to banks		290	294	238	228
Reverse repurchase agreements and cash collateral on securities borrowed		1 140	1 140	1 339	1 339
Sovereign debt securities		1 077	1 077	373	373
Bank debt securities		290	290	201	201
Other debt securities		1 415	1 414	1 404	1 403
Derivative financial instruments		421	424	626	631
Securities arising from trading activities		157	157	128	128
Loans and advances to customers		12 693	12 695	11 827	11 830
Other loans and advances		3 312	3 125	3 200	2 937
Other securitised assets		—	67	4	78
Investment portfolio		44	185	47	260
Interests in associated undertakings and joint ventures		782	782	2	2
Deferred taxation assets		59	59	60	60
Current taxation assets		31	36	36	41
Other assets		448	450	446	414
Property and equipment		46	46	59	59
Investment in subsidiaries		467	340	872	746
Total assets		**28 322**	**28 231**	**26 242**	**26 110**
Deposits by banks		2 558	2 558	2 524	2 509
Derivative financial instruments		430	430	666	666
Other trading liabilities		18	18	28	28
Repurchase agreements and cash collateral on securities lent		235	235	290	290
Customer deposits (deposits)		19 719	19 379	17 954	17 596
Debt securities in issue		956	956	1 140	1 140
Liabilities arising on securitisation of other assets		—	72	—	82
Other liabilities		659	656	564	540
Subordinated liabilities of which:		669	669	731	731
– term subordinated debt included in Tier 2 capital	a	669	669	731	731
Total liabilities		**25 244**	**24 973**	**23 897**	**23 582**
Equity					
Ordinary share capital		1 281	1 280	1 281	1 281
Share premium		200	200	199	199
Capital reserve		12	12	153	153
Other reserves		20	19	25	25
Retained income		1 107	1 289	437	620
Shareholders' equity excluding non-controlling interests		2 620	2 800	2 095	2 278
Additional Tier 1 securities in issue	b	458	458	250	250
Total equity		**3 078**	**3 258**	**2 345**	**2 528**
Total liabilities and equity		**28 322**	**28 231**	**26 242**	**26 110**

^ The alphabetical references provide a mapping of the balance sheet items to elements included in the composition of regulatory own funds (UK CC1) table 46, set out on page 87.

APPENDIX A
CONTINUED

Table 46: Composition of regulatory own funds (UK CC1)

Common Equity Tier 1 (CET1) capital: instruments and reserves £'million		Ref^	31 March 2024	31 March 2023
1	Capital instruments and the related share premium accounts		1 480	1 480
	of which: Ordinary shares*		1 480	1 480
2	Retained earnings		1 070	579
3	Accumulated other comprehensive income (and other reserves)		188	183
6	**Common Equity Tier 1 (CET1) capital before regulatory adjustments**		**2 738**	**2 242**
	Common Equity Tier 1 (CET1) capital: regulatory adjustments			
7	Additional value adjustments (negative amount)		(4)	(4)
8	Intangible assets (net of related tax liability) (negative amount)		(700)	(302)
11	Fair value reserves related to gains or losses on cash flow hedges of financial instruments that are not valued at fair value		(18)	(28)
19	Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)		(150)	(179)
UK-20a	Exposure amount of the following items which qualify for a RW of 1 250%, where the institution opts for the deduction alternative		(1)	(4)
UK-20c	of which: securitisation positions (negative amount)		(1)	(4)
27a	Other regulatory adjustments to CET1 capital (including IFRS 9 transitional adjustments when relevant)		15	39
28	**Total regulatory adjustments to Common Equity Tier 1 (CET1)**		**(858)**	**(478)**
29	**Common Equity Tier 1 (CET1) capital**		**1 880**	**1 764**
	Additional Tier 1 (AT1) capital: instruments			
30	Capital instruments and the related share premium accounts	b	458	250
31	of which: classified as equity under applicable accounting standards	b	458	250
	Additional Tier 1 (AT1) capital: regulatory adjustments			
44	**Additional Tier 1 (AT1) capital**		**458**	**250**
45	**Tier 1 capital (T1 = CET1 + AT1)**		**2 338**	**2 014**
	Tier 2 (T2) capital: instruments			
46	Capital instruments and the related share premium accounts	a	695	764
51	Tier 2 (T2) capital before regulatory adjustments	a	695	764
	Tier 2 (T2) capital: regulatory adjustments			
57	**Total regulatory adjustments to Tier 2 (T2) capital**		—	—
58	**Tier 2 (T2) capital**		695	764
59	**Total capital (TC = T1 + T2)**		**3 033**	**2 778**
60	**Total Risk exposure amount**		**14 888**	**14 087**
	Capital ratios and buffers			
61	Common Equity Tier 1 (as a percentage of total risk exposure amount)		12.6%	12.5%
62	Tier 1 (as a percentage of total risk exposure amount)		15.7%	14.3%
63	Total capital (as a percentage of total risk exposure amount)		20.4%	19.7%
64	Institution CET1 overall capital requirement (CET1 requirement in accordance with Article 92(1) CRR, plus additional CET1 requirement which the institution is required to hold in accordance with point (a) of Article 104(1) CRD, plus combined buffer requirement in accordance with Article 128(6) CRD) expressed as a percentage of risk exposure amount)		8.5%	7.9%
65	of which: capital conservation buffer requirement		2.5%	2.5%
66	of which: countercyclical buffer requirement		1.2%	0.6%
68	Common Equity Tier 1 available to meet buffers (as a percentage of risk exposure amount)		7.9%	7.8%
	Amounts below the thresholds for deduction (before risk weighting)			
72	Direct and indirect holdings of own funds and eligible liabilities of financial sector entities where the institution does not have a significant investment in those entities (amount below 10% threshold and net of eligible short positions)		69	70
73	Direct and indirect holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount below 17.65% thresholds and net of eligible short positions)		293	270
75	Deferred tax assets arising from temporary differences (amount below 17.65% threshold, net of related tax liability where the conditions in Article 38(3) CRR are met)		5	6

^ The references identify the lines prescribed in the PRA template. Lines represented in this table are those lines which are applicable and have a value assigned to it. All other lines have been suppressed.
* Includes the share premium account.

APPENDIX A
CONTINUED

At 31 March 2024, the CET1 ratio increased to 12.6% from 12.5% at 31 March 2023. CET1 capital increased by £116 million to

£1.9 billion, mainly as a result of CET1 capital generation of £623 million through profit after taxation. The increase is partially offset by:

- An increase of £398 million in the goodwill and intangible asset deduction (net of deferred taxation liability) arising mainly on the IW&I UK and Rathbones combination, with £56 million of the increase attributable to the Group's acquisition of a majority interest in Capitalmind
- Dividends paid to ordinary shareholders and AT1 security holders of £110 million
- A decrease of £29 million in the significant investment deduction driven by an increase in the 10% threshold
- A decrease of £24 million in the IFRS 9 transitional add-back adjustment.

Table 47: Main features of regulatory own funds instruments (UK CCA)

Ref ^	Terms and conditions	Ordinary shares	Fixed rate reset perpetual AT1 write down capital securities	Fixed rate reset perpetual AT1 write down capital securities	Subordinated prepayable fixed rate resettable medium term loan	Subordinated prepayable fixed rate resettable medium term loan
	31 March 2024					
1	Issuer	Investec Bank plc	Investec Bank plc	Investec Bank plc	Investec Bank plc	Investec Bank plc
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	GB00B17BBQ50	n/a	n/a	n/a	n/a
2a	Public or private placement	Private	Private	Private	Private	Private
3	Governing law(s) of the instrument	English Law	English Law	English Law	English Law	English Law
3a	Contractual recognition of write down and conversion powers of resolution authorities	n/a	Yes	Yes	Yes	Yes
	Regulatory treatment					
4	Current treatment taking into account, where applicable, transitional CRR rules	Common Equity Tier 1	Additional Tier 1	Additional Tier 1	Tier 2	Tier 2
5	Post-transitional rules	Common Equity Tier 1	Additional Tier 1	Additional Tier 1	Tier 2	Tier 2
6	Eligible at solo/(sub-) consolidated/solo and (sub-) consolidated*	Solo	Solo	Solo	Solo	Solo
7	Instrument type (types to be specified by each jurisdiction)	Ordinary shares	Additional Tier 1 instrument	Additional Tier 1 instrument	Tier 2 instruments	Tier 2 instruments
8	Amount recognised in regulatory capital (as of most recent reporting date)	£1.28 billion	£350 million	£108 million	£346 million	£348 million
9	Nominal amount of instrument	£1.28 billion	£350 million	£250 million	£350 million	£350 million
9a	Issue price	n/a	100.00%	100.00%	99.24%	99.746%
9b	Redemption price	n/a	Redemption at principal amount plus accrued and unpaid interest to date of redemption	Redemption at principal amount plus accrued and unpaid interest to date of redemption	Par plus accrued and unpaid interest	Par plus accrued and unpaid interest
10	Accounting classification	Shareholders' equity	Shareholders' equity	Shareholders' equity	Liability – amortised cost	Liability – amortised cost
11	Original date of issuance	n/a	28 February 2024	5 October 2017	6 December 2022	4 October 2021
12	Perpetual or dated	Perpetual	Perpetual	Perpetual	Dated	Dated
13	Original maturity date	No maturity	No maturity	No maturity	6 March 2033	4 January 2032
14	Issuer call subject to prior supervisory approval	n/a	Yes	Yes	Yes	Yes
15	Optional call date, contingent call dates and redemption amount	n/a	Any date from 28 August 2029 to 28 February 2030, subject to supervisory approval; Subject to tax and capital disqualification event at any time; Redemption at principal amount plus accrued and unpaid interest to date of redemption	5 December 2024, subject to supervisory approval; Subject to tax and capital disqualification event at any time; Redemption at principal amount plus accrued and unpaid interest to date of redemption	Any date from 6 December 2027 to 6 March 2028, subject to supervisory approval; subject to tax and regulatory call; redemption at par plus accrued interest	Any date from 4 October 2026 to 4 January 2027, subject to supervisory approval; subject to tax and regulatory call; redemption at par plus accrued interest

^ The references identify the lines prescribed in the PRA template. Lines represented in this table are those lines which are applicable and have a value assigned to them. All other lines have been suppressed.
* Note these instruments are also recognised at the IBP consolidation level, however, as this is not a regulated sub-group reference is only made to the inclusion at the solo level.

APPENDIX A
CONTINUED

Table 47: Main features of regulatory own funds instruments (UK CCA)
(CONTINUED)

Ref^	Terms and conditions	Ordinary shares	Fixed rate reset perpetual AT1 write down capital securities	Fixed rate reset perpetual AT1 write down capital securities	Subordinated prepayable fixed rate resettable medium term loan	Subordinated prepayable fixed rate resettable medium term loan
	31 March 2024					
16	Subsequent call dates, if applicable	n/a	Any date in the six months prior to each 5 year anniversary following 28 February 2030	On each quarterly interest payment date after first call	n/a	n/a
	Coupons/dividends					
17	Fixed or floating dividend/coupon	Floating	Fixed	Fixed	Fixed	Fixed
18	Coupon rate and any related index	n/a	10.50%	6.75%	9.125%	2.625%
19	Existence of a dividend stopper	No	No	No	No	No
20a	Fully discretionary, partially discretionary or mandatory (in terms of timings)	Fully discretionary	Fully discretionary	Fully discretionary	Mandatory	Mandatory
20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	Fully discretionary	Fully discretionary	Fully discretionary	Mandatory	Mandatory
21	Existence of step up or other incentive to redeem	No	No	No	No	No
22	Non-cumulative or cumulative	Non-cumulative	Non-cumulative	Non-cumulative	Cumulative	Cumulative
23	Convertible or non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	n/a	n/a	n/a	n/a	n/a
25	If convertible, fully or partially	n/a	n/a	n/a	n/a	n/a
26	If convertible, conversion rate	n/a	n/a	n/a	n/a	n/a
27	If convertible, mandatory or optional conversion	n/a	n/a	n/a	n/a	n/a
28	If convertible, specify instrument type convertible into	n/a	n/a	n/a	n/a	n/a
29	If convertible, specify issuer of instrument it converts into	n/a	n/a	n/a	n/a	n/a
30	Write-down features	n/a	Yes	Yes	n/a	n/a
31	If write-down, write-down trigger(s)	n/a	CET1 ratio of the issuer group has fallen below 7.00% – contractual/ point of non- viability – UK PRA statutory	CET1 ratio of the issuer group has fallen below 7.00% – contractual/ point of non- viability – UK PRA statutory	n/a	n/a
32	If write-down, full or partial	n/a	Full	Full	n/a	n/a
33	If write-down, permanent or temporary	n/a	Permanent	Permanent	n/a	n/a
34	If temporary write-down, description of write-up mechanism	n/a	n/a	n/a	n/a	n/a
34a	Type of subordination (only for eligible liabilities)	n/a	n/a	n/a	n/a	n/a
UK-34b	Ranking of the instrument in normal insolvency proceedings	1	2	2	3	3
35	Position in subordinated hierarchy in liquidation (specify instrument type immediately senior to instrument)	Junior to Tier 1 instruments	Junior to Tier 2 instruments	Junior to Tier 2 instruments	Junior to Senior Unsecured	Junior to senior unsecured
36	Non-compliant transitioned features	n/a	No	No	No	No
37	If yes, specify non-compliant features	n/a	n/a	n/a	n/a	n/a
37a	Link to the full term and conditions of the instrument (signposting)	IBP - Articles of Association	IBP - Fixed rate reset perpetual AT1 write down capital securities	IBP - Fixed rate reset perpetual AT1 write down capital securities (£200 million) IBP - Fixed rate reset perpetual AT1 write down capital securities (£50 million)	IBP - Subordinated prepayable fixed rate resettable medium term loan	IBP - Subordinated repayable fixed rate resettable medium term loan

^ The references identify the lines prescribed in the PRA template. Lines represented in this table are those lines which are applicable and have a value assigned to them. All other lines have been suppressed.

APPENDIX A
CONTINUED

Risk weighted assets

Table 48: Overview of risk weighted exposure amounts (UK OV1)

		Risk weighted exposure amounts (RWEAs)		Total own fund requirements*
Ref^	£'million	31 March 2024	31 March 2023	31 March 2024
1	Credit risk (excluding CCR)	12 432	11 631	995
2	Of which the standardised approach	12 432	11 631	995
6	Counterparty credit risk - CCR	356	504	28
7	Of which the standardised approach	304	444	24
UK 8a	Of which exposures to a CCP	7	10	1
UK 8b	Of which credit valuation adjustment - CVA	24	34	2
9	Of which other CCR	21	16	2
15	Settlement risk	—	1	—
16	Securitisation exposures in the non-trading book (after the cap)	261	256	21
18	Of which SEC-ERBA (including IAA)	145	142	12
19	Of which SEC-SA approach	116	114	9
UK 19a	Of which 1250%/ deduction^^	1	4	—
20	Position, foreign exchange and commodities risks (Market risk)	316	429	25
21	Of which the standardised approach	316	429	25
23	Operational risk	1 523	1 266	122
UK 23b	Of which standardised approach	1 523	1 266	122
24	Amounts below the thresholds for deduction (subject to 250% risk weight) (For information)**	517	490	41
29	**Total**	**14 888**	**14 087**	**1 191**

RWAs increased by 6% or £801 million to £14.9 billion over the period, predominantly within credit risk, mainly driven by asset growth in Project Finance, Growth and Acquisition Finance and Mortgages.

CCR RWAs (including credit valuation adjustment risk) decreased by £148 million compared to 31 March 2023, primarily driven by a decrease in repurchase agreements and derivative financial instruments.

Market risk RWAs decreased by £113 million, mainly due to a decrease in the collective investment undertaking position risk.

Operational risk RWAs increased by £257 million to £1.5 billion, mainly driven due to an increase in the three-year average gross income amount, driven by an increase in profits.

Leverage ratio

Table 49: Summary reconciliation of accounting assets and leverage ratio exposures (UK LR1 - LRSum)

Ref^	£'million	31 March 2024	31 March 2023
1	Total assets as per published financial statements	28 322	26 244
2	Adjustment for entities which are consolidated for accounting purposes but are outside the scope of prudential consolidation	(92)	(134)
4	(Adjustment for exemption of exposures to central banks)	(5 650)	(5 380)
8	Adjustment for derivative financial instruments	943	1 105
9	Adjustment for securities financing transactions (SFTs)	50	35
10	Adjustment for off-balance sheet items (i.e. conversion to credit equivalent amounts of off-balance sheet exposures)	1 336	1 420
11	(Adjustment for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital (leverage))	(4)	(4)
UK-11a	(Adjustment for exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) of the CRR)	(2 771)	(2 582)
12	Other adjustments	(853)	(486)
13	**Total exposure measure**	**21 281**	**20 218**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ IBP has chosen to deduct from CET1 capital securitisation positions that attract a RW of 1 250%. Line 19a will not be included in line 16 Securitisation exposures in the non-trading book (after the cap). The deduction is included in table 46 (UK CC1) line UK-20c.
* Total own funds requirements measured at 8% of RWAs.
** The RWAs are already included in total credit risk.

APPENDIX A
CONTINUED

Table 50: Leverage ratio common disclosure (UK LR2 - LRCom)

Ref^	£'million	Leverage ratio exposures 31 March 2024	Leverage ratio exposures 31 March 2023
	On-balance sheet exposures (excluding derivatives and SFTs)		
1	On-balance sheet items (excluding derivatives, SFTs, but including collateral)	26 667	24 140
6	(Asset amounts deducted in determining Tier 1 capital (leverage))	(857)	(488)
7	**Total on-balance sheet exposures (excluding derivatives and SFTs)**	**25 810**	**23 652**
	Derivative exposures		
8	Replacement cost associated with SA-CCR derivatives transactions (i.e. net of eligible cash variation margin)	965	1 287
9	Add-on amounts for potential future exposure associated with SA-CCR derivatives transactions	380	407
11	Adjusted effective notional amount of written credit derivatives	21	41
12	(Adjusted effective notional offsets and add-on deductions for written credit derivatives)	0	(1)
13	**Total derivatives exposures**	**1 366**	**1 734**
	Securities financing transaction (SFT) exposures		
14	Gross SFT assets (with no recognition of netting), after adjustment for sales accounting transactions	1 140	1 339
16	Counterparty credit risk exposure for SFT assets	50	35
18	**Total securities financing transaction exposures**	**1 190**	**1 374**
	Other off-balance sheet exposures		
19	Off-balance sheet exposures at gross notional amount	2 779	2 706
20	(Adjustments for conversion to credit equivalent amounts)	(1 443)	(1 286)
22	**Off-balance sheet exposures**	**1 336**	**1 420**
	Excluded exposures		
UK-22a	(Exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) of the CRR)	(2 771)	(2 582)
UK-22k	**(Total exempted exposures)**	**(2 771)**	**(2 582)**
	Capital and total exposure measure		
23	Tier 1 capital (leverage)	2 338	2 014
24	Total exposure measure including claims on central banks	26 931	25 598
UK-24a	(-) Claims on central banks excluded	(5 650)	(5 380)
UK-24b	**Total exposure measure excluding claims on central banks**	**21 281**	**20 218**
	Leverage ratio		
25	Leverage ratio excluding claims on central banks (%)	11.0%	10.0%
UK-25a	Fully loaded ECL accounting model leverage ratio excluding claims on central banks (%)	10.9%	9.8%
UK-25b	Leverage ratio excluding central bank reserves as if the temporary treatment of unrealised gains and losses measured at fair value through other comprehensive income had not been applied (%)	11.0%	10.0%
UK-25c	Leverage ratio including claims on central banks (%)	8.7%	7.9%

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

The Group's leverage ratio increased to 11.0% from 10.0% at 31 March 2023.

T1 capital increased by £324 million. £116 million of the increase is attributable to an increase in CET1 capital, driven by an increase in profit after taxation offset by an increase in the goodwill and intangible asset deduction and other regulatory adjustments. The remaining increase of £208 million arose from the Investec plc liability management exercise which was undertaken in February 2024 and resulted in £142 million of existing Fixed Rate Reset Perpetual AT1 Write Down Capital Securities (callable in December 2024) to be repurchased via a concurrent cash tender and replaced with £350 million of Sterling-denominated Fixed Rate Reset Perpetual AT1 Write Down Capital securities callable in February 2030, with the full proceeds downstreamed to IBP.

The leverage exposure measure increased by £1 billion, driven by asset growth across multiple balance sheet line items, most notably in loans to customers of £864 million.

APPENDIX A
CONTINUED

Table 51: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures) (UK LR3 - LRSpl)

		Leverage ratio exposures	Leverage ratio exposures
Ref^	**£'million**	**31 March 2024**	31 March 2023
UK-1	**Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:**	23 896	21 558
UK-2	Trading book exposures	157	128
UK-3	Banking book exposures, of which:	23 739	21 430
UK-4	Covered bonds	202	133
UK-5	Exposures treated as sovereigns	6 795	6 074
UK-6	Exposures to regional governments, MDB, international organisations and PSE not treated as sovereigns	—	—
UK-7	Institutions	289	162
UK-8	Secured by mortgages of immovable properties	5 773	5 302
UK-9	Retail exposures	114	168
UK-10	Corporates	6 541	6 250
UK-11	Exposures in default	395	244
UK-12	Other exposures (e.g. equity, securitisations, and other non-credit obligation assets)	3 630	3 098

Capital buffers

Table 52: Amount of institution-specific countercyclical capital buffer (UK CCyB2)

Ref^	**£' million**	**31 March 2024**	31 March 2023
1	Total risk exposure amount	14 888	14 087
2	Institution-specific countercyclical buffer rate	1.2%	0.6%
3	**Institution-specific countercyclical buffer requirement**	**180**	**85**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

IBP's institution-specific CCyB requirement increased to 1.2% at 31 March 2024 (31 March 2023: 0.6%), primarily driven by the increase in the UK CCyB rate increase from 1% to 2% in July 2023.

APPENDIX A
CONTINUED

Table 53: Geographical distribution of credit exposures for the calculation of the countercyclical buffer (UK CCyB1)

		General credit exposure	Relevant credit exposures - Market risk			Own funds requirements						
Ref^	£'million	Exposure value under the standardised approach	Sum of long and short position of trading book exposures for SA	Securitisation exposure Exposure value for non-trading book	Total exposure value	Relevant credit risk exposures - Credit risk	Relevant credit risk exposures - Market risk	Relevant credit risk exposures - Securitisation positions in the non-trading book	Total	Risk weighted exposure amounts	Own funds requirement weights (%)	Counter-cyclical capital buffer rate (%)
	31 March 2024											
10	**Breakdown by country**											
	Cyprus	19	—	—	19	1	—	—	1	16	0.1%	0.5%
	France	9	—	—	9	1	—	—	1	13	0.1%	1.0%
	Germany	510	4	—	514	41	—	—	41	506	3.9%	0.8%
	Hong Kong	42	1	—	43	3	—	—	3	35	0.3%	1.0%
	Iceland	1	—	—	1	—	—	—	—	1	—%	2.5%
	Ireland	359	—	64	423	28	—	1	29	356	2.8%	0.5%
	Luxembourg	782	—	—	782	59	—	—	59	738	5.7%	0.5%
	Netherlands	421	—	12	433	34	—	—	34	420	3.3%	1.0%
	Norway	45	—	—	45	4	—	—	4	45	0.3%	2.5%
	Sweden	22	2	—	24	2	—	—	2	24	0.2%	2.0%
	United Kingdom	11 987	20	757	12 764	546	2	12	560	6995	54.3%	2.0%
	Total countries with existing CCyB rates > 0%	**14 197**	**27**	**833**	**15 057**	**719**	**2**	**13**	**732**	**9 149**	**71.0 %**	
	Cayman Islands	305	—	375	680	26	—	5	31	375	2.9%	
	Guernsey	425	—	—	425	34	—	—	34	428	3.3%	
	Jersey	821	—	31	852	65	—	—	65	817	6.3%	
	Singapore	167	—	—	167	13	—	—	13	161	1.2%	
	United States of America	1 136	2	252	1 390	91	—	3	94	1173	9.1%	
	Virgin Islands (British)	235	—	—	235	15	—	—	15	192	1.5%	
	Total countries with own funds requirements weights 1% or above^^	**3 089**	**2**	**658**	**3 749**	**244**	**—**	**8**	**252**	**3 146**	**24.4 %**	
	Total countries with own funds requirements weights below 1% and without an existing CCyB rate	**717**	**2**	**—**	**719**	**47**	**—**	**—**	**47**	**586**	**4.5%**	
	Total	**18 003**	**31**	**1 491**	**19 525**	**1 008**	**2**	**21**	**1 031**	**12 881**	**100 %**	

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ The countries listed with own funds requirements weights 1% or above all have a countercyclical capital buffer rate of 0% at 31 March 2024.

APPENDIX A
CONTINUED

Table 53: Geographical distribution of credit exposures for the calculation of the countercyclical buffer (UK CCyB1) (CONTINUED)

		General credit exposure	Relevant credit exposures - Market risk			Own funds requirements						
Ref^	**£'million**	**Exposure value under the standardised approach**	**Sum of long and short position of trading book exposures for SA**	**Securitisation exposure Exposure value for non-trading book**	**Total exposure value**	**Relevant credit risk exposures - Credit risk**	**Relevant credit risk exposures - Market risk**	**Relevant credit risk exposures - Securitisation positions in the non-trading book**	**Total**	**Risk weighted exposure amounts**	**Own funds requirement weights (%)**	**Counter-cyclical capital buffer rate (%)**
	31 March 2023											
10	**Breakdown by country**											
	Norway	41	—	—	41	3	—	—	3	41	0.3%	2.0%
	Hong Kong	53	1	—	54	4	—	—	4	45	0.4%	1.0%
	Luxembourg	824	—	—	824	63	—	—	63	791	6.5%	0.5%
	United Kingdom	11 379	32	791	12 202	532	1	12	545	6814	55.8%	1.0%
	Total countries with existing CCyB rates >0%	**12 297**	**33**	**791**	**13 121**	**602**	**1**	**12**	**615**	**7 691**	**63.0 %**	
	Cayman Islands	290	—	343	633	24	—	4	28	356	2.9%	
	Guernsey	319	—	—	319	26	—	—	26	320	2.6%	
	Ireland	280	—	101	381	20	—	1	21	262	2.1%	
	Jersey	695	—	—	695	57	—	—	57	715	5.9%	
	Netherlands	416	—	14	430	33	—	—	33	420	3.4%	
	United States of America	1 014	4	220	1 238	76	—	3	79	990	8.1%	
	British Virgin Islands	309	—	—	309	20	—	—	20	255	2.1%	
	Total countries with own funds requirements weights 1% or above^^	**3 323**	**4**	**678**	**4 005**	**256**	**—**	**8**	**264**	**3 318**	**27.2 %**	
	Total countries with own funds requirements weights below 1% and without an existing CCyB rate	**1 390**	**18**	**—**	**1 408**	**97**	**1**	**—**	**98**	**1 208**	**9.9%**	
	Total	**17 010**	**55**	**1 469**	**18 534**	**955**	**2**	**20**	**977**	**12 217**	**100 %**	

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ The countries listed with own funds requirements weights 1% or above all have a countercyclical capital buffer rate of 0% at 31 March 2023.

APPENDIX A
CONTINUED

Table 54: Standardised approach – credit risk exposure and credit risk mitigation effects (UK CR4)

		Exposures before CCF and before CRM		Exposures post CCF and post CRM		RWAs and RWAs density^^	
Ref^	£'million	On-balance sheet exposures	Off-balance sheet exposures	On-balance sheet exposures	Off-balance sheet exposures	RWAs	RWAs density (%)
	31 March 2024						
1	Central governments or central banks	6 554	—	6 571	—	—	— %
3	Public sector entities	—	—	—	—	—	
4	Multilateral Development Banks	241	—	241	—	—	— %
6	Institutions	289	10	289	11	63	21 %
7	Corporates	9 310	2 324	9 213	1 061	7 360	72 %
8	Retail	114	40	69	13	61	74 %
9	Secured by mortgages on immovable property	5 773	217	5 773	109	2 699	46 %
10	Exposures in default	395	17	387	8	482	122 %
11	Items associated with particularly high risk	541	170	541	89	945	150 %
12	Covered bonds	202	—	202	—	20	10 %
14	Collective investment undertakings	6	—	6	—	6	100 %
15	Equity exposures	211	—	211	—	513	243 %
16	Other exposures	275	—	275	—	283	103 %
17	**Total**	**23 911**	**2 778**	**23 778**	**1 291**	**12 432**	**50 %**
	31 March 2023						
1	Central governments or central banks	5 811	—	5 851	9	—	— %
3	Public sector entities	—	—	—	—	—	— %
4	Multilateral Development Banks	263	—	263	—	—	— %
6	Institutions	162	—	162	1	32	20 %
7	Corporates	8 832	2 173	8 657	1 041	6 906	71 %
8	Retail	168	114	99	49	105	71 %
9	Secured by mortgages on immovable property	5 302	125	5 302	62	2 498	47 %
10	Exposures in default	244	4	229	2	278	120 %
11	Items associated with particularly high risk	535	290	534	152	1 028	150 %
12	Covered bonds	133	—	133	—	13	10 %
15	Equity exposures	230	—	230	—	501	218 %
16	Other exposures	262	—	262	—	270	103 %
17	**Total**	**21 942**	**2 706**	**21 722**	**1 316**	**11 631**	**50 %**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.
^^ RWAs are reported after the application of the SME and infrastructure supporting factors set out in Articles 501 and 501(a) of CRR II.

Exposures before CCF and before CRM have increased by £2 billion at 31 March 2024. The majority of increase is driven by balance sheet growth across multiple assets classes, namely central government or central banks, corporates and secured by mortgages on immovable property.

APPENDIX A
CONTINUED

Table 55: Performing and non-performing exposures and related provisions (UK CR1)

		Gross carrying amount/nominal amount^^						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions							Collateral and financial guarantees received	
		Performing exposures			Non-performing exposures			Performing exposures – accumulated impairment and provisions			Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions					
Ref^	£' million		Of which stage 1	Of which stage 2		Of which stage 2	Of which stage 3		Of which stage 1	Of which stage 2		Of which stage 2	Of which stage 3	Accumulated partial write-off	On performing exposures	On non-performing exposures
	31 March 2024															
005	Cash balances at central banks and other demand deposits	5 650	5 650	—	—	—	—	—	—	—	—	—	—	—	—	—
010	Loans and advances	17 353	16 304	1 049	474	—	474	(46)	(27)	(19)	(82)	—	(82)	(33)	8 675	388
040	Credit institutions	1 221	1 221	—	—	—	—	—	—	—	—	—	—	—	—	—
050	Other financial corporations	6 570	6 400	170	74	—	74	(14)	(9)	(5)	(25)	—	(25)	—	309	36
060	Non-financial corporations	5 978	5 223	755	270	—	270	(30)	(16)	(14)	(51)	—	(51)	(33)	4 784	244
070	Of which SMEs	779	675	104	31	—	31	(6)	(3)	(3)	(16)	—	(16)	—	731	34
080	Households	3 584	3 460	124	130	—	130	(2)	(2)	—	(6)	—	(6)	—	3 582	108
090	Debt securities	2 790	2 790	—	3	—	3	—	—	—	—	—	—	—	—	—
110	General governments	1 078	1 078	—	—	—	—	—	—	—	—	—	—	—	—	—
120	Credit institutions	878	878	—	—	—	—	—	—	—	—	—	—	—	—	—
130	Other financial corporations	776	776	—	3	—	3	—	—	—	—	—	—	—	—	—
140	Non-financial corporations	58	58	—	—	—	—	—	—	—	—	—	—	—	—	—
150	Off-balance sheet exposures	2 770	2 640	130	17	—	17	(11)	(8)	(3)	—	—	—	—	543	1
180	Credit institutions	2	2	—	—	—	—	—	—	—	—	—	—		—	—
190	Other financial corporations	1 078	1 060	18	16	—	16	(4)	(3)	(1)	—	—	—		25	—
200	Non-financial corporations	1 497	1 389	108	1	—	1	(6)	(4)	(2)	—	—	—		339	1
210	Households	193	189	4	—	—	—	(1)	(1)	—	—	—	—		179	—
220	**Total**	**28 563**	**27 384**	**1 179**	**494**	**—**	**494**	**(57)**	**(35)**	**(22)**	**(82)**	**—**	**(82)**	**(33)**	**9 218**	**389**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
^^ Loans held at fair value through profit and loss are included in the gross carrying amount but are excluded from the staging analysis, in line with the FINREP definitions.

APPENDIX A
CONTINUED

Table 55: Performing and non-performing exposures and related provisions (UK CR1) (CONTINUED)

		Gross carrying amount/nominal amount^^						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions							Collateral and financial guarantees received	
		Performing exposures			Non-performing exposures			Performing exposures – accumulated impairment and provisions			Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions					
Ref^	**£' million**		**Of which stage 1**	**Of which stage 2**		**Of which stage 2**	**Of which stage 3**		**Of which stage 1**	**Of which stage 2**		**Of which stage 2**	**Of which stage 3**	**Accumulated partial write-off**	**On performing exposures**	**On non-performing exposures**
	31 March 2023															
005	Cash balances at central banks and other demand deposits	5 380	5 380	—	—	—	—	—	—	—	—	—	—	—	—	—
010	Loans and advances	16 547	15 575	972	366	—	366	(45)	(25)	(20)	(122)	—	(122)	(16)	8 510	161
040	Credit institutions	1 263	1 263	—	—	—	—	—	—	—	—	—	—	—	—	—
050	Other financial corporations	5 975	5 889	86	37	—	37	(10)	(8)	(2)	(12)	—	(12)	—	334	15
060	Non-financial corporations	5 602	4 823	779	268	—	268	(34)	(16)	(18)	(108)	—	(108)	(16)	4 471	107
070	Of which SMEs	1 118	870	248	58	—	58	(11)	(4)	(7)	(17)	—	(17)	—	812	6
080	Households	3 707	3 600	107	61	—	61	(1)	(1)	—	(2)	—	(2)	—	3 705	39
090	Debt securities	1 990	1 990	—	—	—	—	(1)	(1)	—	—	—	—	—	—	—
110	General governments	373	373	—	—	—	—	—	—	—	—	—	—	—	—	—
120	Credit institutions	743	743	—	—	—	—	—	—	—	—	—	—	—	—	—
130	Other financial corporations	809	809	—	—	—	—	(1)	(1)	—	—	—	—	—	—	—
140	Non-financial corporations	65	65	—	—	—	—	—	—	—	—	—	—	—	—	—
150	Off-balance sheet exposures	2 727	2 554	173	4	—	4	(15)	(10)	(5)	—	—	—		583	5
180	Credit institutions	2	2	—	—	—	—	—	—	—	—	—	—		—	—
190	Other financial corporations	968	920	48	—	—	—	(5)	(3)	(2)	—	—	—		24	—
200	Non-financial corporations	1 610	1 490	120	4	—	4	(9)	(6)	(3)	—	—	—		439	5
210	Households	147	142	5	—	—	—	(1)	(1)	—	—	—	—		120	—
220	**Total**	**26 644**	**25 499**	**1 145**	**370**	**—**	**370**	**(61)**	**(36)**	**(25)**	**(122)**	**—**	**(122)**	**(16)**	**9 093**	**166**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
^^ Loans held at fair value through profit and loss are included in the gross carrying amount but are excluded from the staging analysis, in line with the FINREP definitions.

APPENDIX A
CONTINUED

Table 56: Maturity of exposures (UK CR1-A)

		Net exposure value ^^				
Ref^	£'million	On demand	<= 1 year	> 1 year < = 5 years	> 5 years	Total
	31 March 2024					
1	Loans and advances	1 235	5 040	8 197	3 227	17 699
2	Debt securities	—	1 354	549	890	2 793
3	**Total**	**1 235**	**6 394**	**8 746**	**4 117**	**20 492**
	31 March 2023					
1	Loans and advances	1 106	4 436	6 780	4 424	16 746
2	Debt securities	—	488	477	1 024	1 989
3	**Total**	**1 106**	**4 924**	**7 257**	**5 448**	**18 735**

Debt securities <=1 year increased by £866 million to £1.4 billion at 31 March 2024, driven by balance sheet growth in sovereign debt securities.

Table 57: Changes in the stock of non-performing loans and advances (UK CR2)

		Gross carrying amount	
Ref^	£'million	31 March 2024	31 March 2023
010	**Initial stock of non-performing loans and advances**	366	333
020	Inflows to non-performing portfolios	336	146
030	Outflows from non-performing portfolios	(98)	(43)
040	Outflows due to write-offs	(13)	(20)
050	Outflow due to other situations	(117)	(50)
060	**Final stock of non-performing loans and advances**	**474**	**366**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

APPENDIX A
CONTINUED

Table 58: Credit quality of forborne exposures (UK CQ1)

		Gross carrying amount/nominal amount of exposures with forbearance measures				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collateral received and financial guarantees received on forborne exposures	
			Non-performing forborne						
Ref^	£'million	Performing forborne		Of which defaulted	Of which impaired	On performing forborne exposures	On non-performing forborne exposures		Of which collateral and financial guarantees received on non-performing exposures with forbearance measures
	31 March 2024								
010	Loans and advances	104	156	156	156	(4)	(32)	224	100
050	Other financial corporations	—	32	32	32	—	(18)	7	7
060	Non-financial corporations	100	53	53	53	(4)	(10)	144	24
070	Households	4	71	71	71	—	(4)	73	69
100	**Total**	**104**	**156**	**156**	**156**	**(4)**	**(32)**	**224**	**100**
	31 March 2023								
010	Loans and advances	75	101	101	101	(1)	(17)	67	15
050	Other financial corporations	—	21	21	21	—	(8)	—	—
060	Non-financial corporations	58	47	47	47	(1)	(8)	38	11
070	Households	17	33	33	33	—	(1)	29	4
100	**Total**	**75**	**101**	**101**	**101**	**(1)**	**(17)**	**67**	**15**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed.

APPENDIX A
CONTINUED

Table 59: Credit quality of performing and non-performing exposures by past due days (UK CQ3)

		Gross carrying amount/nominal amount											
		Performing exposures			Non-performing exposures								
Ref^	£'million		Not past due or past due ≤ 30 days	Past due > 30 days ≤ 90 days		Unlikely to pay that are not past due or are past due ≤ 90 days	Past due > 90 days ≤ 180 days	Past due > 180 days ≤ 1 year	Past due > 1 year ≤ 2 years	Past due > 2 years ≤ 5 years	Past due > 5 years ≤ 7 years	Past due > 7 years	Of which defaulted
	31 March 2024												
005	Cash balances at central banks and other demand deposits	5 650	5 650	—	—	—	—	—	—	—	—	—	—
010	Loans and advances	17 353	17 242	111	474	213	94	90	32	23	7	15	474
040	Credit institutions	1 221	1 221	—	—	—	—	—	—	—	—	—	—
050	Other financial corporations	6 570	6 570	—	74	41	17	—	16	—	—	—	74
060	Non-financial corporations	5 978	5 908	70	270	98	66	66	2	16	7	15	270
070	Of which SMEs	779	771	8	31	2	—	1	—	12	6	10	31
080	Households	3 584	3 543	41	130	74	11	24	14	7	—	—	130
090	Debt securities	2 790	2 790	—	3	3	—	—	—	—	—	—	3
110	General governments	1 078	1 078	—	—	—	—	—	—	—	—	—	—
120	Credit institutions	878	878	—	—	—	—	—	—	—	—	—	—
130	Other financial corporations	776	776	—	3	3	—	—	—	—	—	—	3
140	Non-financial corporations	58	58	—	—	—	—	—	—	—	—	—	—
150	Off-balance sheet exposures	2 770			17								17
180	Credit institutions	2			—								—
190	Other financial corporations	1 078			16								16
200	Non-financial corporations	1 497			1								1
210	Households	193			—								—
220	**Total**	**28 563**	**25 682**	**111**	**494**	**216**	**94**	**90**	**32**	**23**	**7**	**15**	**494**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

APPENDIX A
CONTINUED

Table 59: Credit quality of performing and non-performing exposures by past due days (UK CQ3) (CONTINUED)

		Gross carrying amount/nominal amount											
		Performing exposures			Non-performing exposures								
Ref^	**£'million**		**Not past due or past due ≤ 30 days**	**Past due > 30 days ≤ 90 days**		**Unlikely to pay that are not past due or are past due ≤ 90 days**	**Past due > 90 days ≤ 180 days**	**Past due > 180 days ≤ 1 year**	**Past due > 1 year ≤ 2 years**	**Past due > 2 years ≤ 5 years**	**Past due > 5 years ≤ 7 years**	**Past due > 7 years**	**Of which defaulted**
	31 March 2023												
005	Cash balances at central banks and other demand deposits	5 380	5 380	—	—	—	—	—	—	—	—	—	—
010	Loans and advances	16 547	16 508	39	366	220	24	21	26	51	23	1	366
040	Credit institutions	1 263	1 263	—	—	—	—	—	—	—	—	—	—
050	Other financial corporations	5 975	5 975	—	37	10	17	10	—	—	—	—	37
060	Non-financial corporations	5 602	5 584	18	268	176	1	2	14	51	23	1	268
070	Of which SMEs	1 118	1 118	—	58	33	1	—	—	7	16	1	58
080	Households	3 707	3 686	21	61	34	6	9	12	—	—	—	61
090	Debt securities	1 990	1 990	—	—	—	—	—	—	—	—	—	—
110	General governments	373	373	—	—	—	—	—	—	—	—	—	—
120	Credit institutions	743	743	—	—	—	—	—	—	—	—	—	—
130	Other financial corporations	809	809	—	—	—	—	—	—	—	—	—	—
140	Non-financial corporations	65	65	—	—	—	—	—	—	—	—	—	—
150	Off-balance sheet exposures	2 727			4								4
180	Credit institutions	2			—								—
190	Other financial corporations	968			—								—
200	Non-financial corporations	1 610			4								4
210	Households	147			—								—
220	**Total**	**26 644**	**23 878**	**39**	**370**	**220**	**24**	**21**	**26**	**51**	**23**	**1**	**370**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

APPENDIX A
CONTINUED

Table 60: Quality of non-performing exposures by geography (UK CQ4)

Ref^	£'million	Gross carrying/nominal amount	Of which defaulted	Accumulated impairment	Provisions on off-balance sheet commitments and financial guarantees given	Accumulated negative changes in fair value due to credit risk on non-performing exposures
	31 March 2024					
010	**On-balance sheet exposures**	**26 270**	**477**	**(129)**		**—**
	United Kingdom	19 358	311	(82)		—
	United States	1 308	29	(4)		—
	Jersey	917	36	(16)		—
	Cayman Islands	633	18	—		—
	Luxembourg	597	—	(1)		—
	Germany	559	21	(11)		—
	Netherlands	456	6	(2)		—
	Ireland	413	1	(1)		—
	Guernsey	270	—	(1)		—
	France	263	3	—		—
	British Virgin Islands	227	—	(2)		—
	Switzerland	219	19	—		—
	Singapore	158	—	—		—
	Canada	132	—	—		—
	South Africa	103	1	—		—
	Other countries^^	657	32	(9)		—
080	**Off-balance sheet exposures**	**2 787**	**17**		**(11)**	
	United Kingdom	1 030	1		(3)	
	United States	661	—		(4)	
	Luxembourg	305	—		(1)	
	Jersey	198	16		(1)	
	Germany	140	—		(1)	
	Netherlands	144	—		—	
	Other countries^^	309	—		(1)	
150	**Total**	**29 057**	**494**		**(11)**	
	31 March 2023					
010	**On-balance sheet exposures**	**24 283**	**366**	**(105)**		**(62)**
	United Kingdom	17 637	307	(70)		—
	United States	1 062	5	(6)		—
	Jersey	773	28	(10)		—
	Germany	558	—	(2)		—
	Guernsey	152	—	(1)		—
	France	289	13	(5)		—
	Luxembourg	718	—	(1)		—
	Ireland	366	1	(1)		—
	Netherlands	425	—	(2)		—
	Switzerland	166	—	—		—
	Cayman Islands	581	—	—		—
	British Virgin Islands	298	3	(1)		(62)
	Spain	203	—	—		—
	Canada	127	—	—		—
	Singapore	120	—	—		—
	Other countries^^	808	9	(6)		—
080	**Off-balance sheet exposures**	**2 731**	**4**		**(15)**	
	United Kingdom	1 083	—		(7)	
	United States	584	—		(3)	
	Jersey	203	—		(1)	
	Luxembourg	320	—		(1)	
	Netherlands	150	—		(1)	
	Other countries^^	391	4		(2)	
150	**Total**	**27 014**	**370**		**(15)**	

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

^^ Other countries include: Austria, Australia, Mauritius, Belgium, United Arab Emirates, Hong Kong, Isle of Man, Bermuda, Bahamas, Gibraltar, Cyprus, Italy, Seychelles, Israel, Japan, Malta, Qatar, Poland, Mayotte, Norway, Panama, Nigeria, Turks and Caicos Islands, Monaco, Denmark, New Zealand, Brazil, Sweden, Marshall Islands, China, Republic of Korea, Kenya, Anguilla, Portugal, Philippines, Mexico, Czech Republic, Hungary, Romania, Thailand, Finland, India, Christmas Island, Puerto Rico, Spain, Malawi, Bahrain, Swaziland, Tanzania and Cote d'Ivoire.

The table above includes the top 15 countries, which in aggregate, represent more than 97% of the total gross carrying amount of £29.1 billion. The remaining 3% are not considered material and have been grouped under 'other countries'.

APPENDIX A
CONTINUED

Table 61: Credit quality of loans and advances to non-financial corporations by industry (UK CQ5)

		Gross carrying/nominal amount			
Ref^	£'million		Of which defaulted	Accumulated impairment	Accumulated negative changes in fair value due to credit risk on non-performing exposures
	31 March 2024				
010	Agriculture, forestry and fishing	—	—	—	—
020	Mining and quarrying	35	—	—	—
030	Manufacturing	498	23	(9)	—
040	Electricity, gas, steam and air conditioning supply	527	6	(2)	—
050	Water supply	141	29	(2)	—
060	Construction	965	38	(14)	—
070	Wholesale and retail trade	93	—	(1)	—
080	Transport and storage	234	—	(1)	—
090	Accommodation and food service activities	76	—	(1)	—
100	Information and communication	432	22	(4)	—
120	Real estate activities	2 219	102	(32)	—
130	Professional, scientific and technical activities	186	9	(2)	—
140	Administrative and support service activities	511	12	(6)	—
150	Public administration and defence, compulsory social security	155	—	—	—
160	Education	49	—	—	—
170	Human health services and social work activities	90	29	(7)	—
180	Arts, entertainment and recreation	3	—	—	—
190	Other services	34	—	—	—
200	**Total**	**6 248**	**270**	**(81)**	**—**
	31 March 2023				
010	Agriculture, forestry and fishing	1	—	—	—
020	Mining and quarrying	130	—	(1)	—
030	Manufacturing	432	1	(3)	(62)
040	Electricity, gas, steam and air conditioning supply	335	5	(4)	—
050	Water supply	153	31	(2)	—
060	Construction	843	27	(21)	—
070	Wholesale and retail trade	167	1	(1)	—
080	Transport and storage	167	9	(1)	—
090	Accommodation and food service activities	48	—	(2)	—
100	Information and communication	305	—	(2)	—
120	Real estate activities	2 055	133	(31)	—
130	Professional, scientific and technical activities	193	31	(7)	—
140	Administrative and support service activities	501	3	(5)	—
150	Public administration and defence, compulsory social security	307	—	—	—
160	Education	59	—	—	—
170	Human health services and social work activities	98	27	—	—
180	Arts, entertainment and recreation	—	—	—	—
190	Other services	76	—	—	—
200	**Total**	**5 870**	**268**	**(80)**	**(62)**

^ The references identify the lines in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

APPENDIX A
CONTINUED

Table 62: Disclosure of the use of credit risk mitigation techniques (UK CR3)

Ref^	£'million	Unsecured - carrying amount	Secured - carrying amount	Of which secured by collateral	Of which secured by financial guarantees
	31 March 2024				
1	Loans and advances	10 340	7 359	7 335	24
2	Debt securities	2 793	—	—	—
3	**Total**	**13 133**	**7 359**	**7 335**	**24**
4	Of which non-performing exposures	213	182	176	6
5	Of which defaulted	213	182		
	31 March 2023^^				
1	Loans and advances	9 866	6 880	6 806	74
2	Debt securities	1 989	—	—	—
3	**Total**	**11 855**	**6 880**	**6 806**	**74**
4	Of which non-performing exposures	138	106	93	13
5	Of which defaulted	138	106		

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^^ The comparatives have been restated to reflect eligible CRM techniques which are recognised in the RWA calculations. Personal guarantees are not eligible collateral in the CRR rules and are excluded from the analysis above.

APPENDIX A
CONTINUED

Table 63: Quantitative information of LCR (UK LIQ1)

		Total unweighted value (average)				Total weighted value (average)			
Ref^	£'million Quarter ending on	31 March 2024	31 Dec 2023	30 Sep 2023	30 June 2023	31 March 2024	31 Dec 2023	30 Sep 2023	30 June 2023
UK 1b	Number of data points used in the calculation of averages	**12**	**12**	**12**	**12**	**12**	**12**	**12**	**12**
	HIGH-QUALITY LIQUID ASSETS								
1	Total high-quality liquid assets (HQLA)					**6 084**	**5 828**	**5 777**	**5 501**
	CASH - OUTFLOWS								
2	Retail deposits and deposits from small business customers, of which:**	12 354	11 997	11 859	11 431	590	598	624	642
3	Stable deposits	2 059	2 042	2 039	2 056	103	102	102	103
4	Less stable deposits	2 358	1 393	2 478	2 592	365	368	383	401
5	Unsecured wholesale funding	1 586	1 612	1 635	1 583	880	892	898	864
7	Non-operational deposits (all counterparties)	1 579	1 605	1 628	1 576	873	885	891	857
8	Unsecured debt	7	7	7	7	7	7	7	7
9	Secured wholesale funding					19	21	24	46
10	Additional requirements	2 553	2 525	2 469	2 465	836	809	787	790
11	Outflows related to derivative exposures and other collateral requirements	365	363	372	394	366	363	372	394
12	Outflows related to loss of funding on debt products	33	36	39	41	33	36	39	41
13	Credit and liquidity facilities	2 155	2 126	2 058	2 030	437	410	376	355
14	Other contractual funding obligations	485	482	507	546	399	378	379	395
15	Other contingent funding obligations	569	538	533	562	59	53	51	56
16	**TOTAL CASH OUTFLOWS**					**2 783**	**2 751**	**2 763**	**2 793**
	CASH - INFLOWS								
17	Secured lending (e.g. reverse repos)	578	582	599	636	267	264	313	351
18	Inflows from fully performing exposures	865	851	812	769	805	796	769	730
19	Other cash inflows	544	534	533	567	336	331	329	356
20	**TOTAL CASH INFLOWS**	**1 987**	**1 967**	**1 944**	**1 972**	**1 408**	**1 391**	**1 411**	**1 437**
UK-20c	Inflows subject to 75% cap	1 987	1 967	1 944	1 972	1 408	1 391	1 411	1 437
	TOTAL ADJUSTED VALUE								
UK-21	**LIQUIDITY BUFFER**					**6 084**	**5 828**	**5 777**	**5 501**
22	**TOTAL NET CASH OUTFLOWS**					**1 375**	**1 360**	**1 353**	**1 356**
23	**LIQUIDITY COVERAGE RATIO***					**446 %**	**434 %**	**439 %**	**419 %**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
* The LCR is calculated using 12-month averages and therefore the totals in the table above will not tie back to the ratio disclosed. The LCR disclosed in the Investec plc annual report is a point in time ratio and will not agree with the ratios disclosed in this table.
** Row 2 is made up of total retail deposits (i.e. stable deposits, less stable deposits and LCR exempt retail deposits).

The LCR ratio remained fairly consistent with the prior period. IBP's trailing 12-month average LCR to 31 March 2024 was 446% (31 March 2023: 431%) well above the 100% regulatory requirement.

APPENDIX A
CONTINUED

Table 64: Net Stable Funding Ratio (UK LIQ2)

Ref^	£'million	Unweighted value by residual maturity (average)				Weighted value (average)
		No maturity	< 6 months	6 months to < 1yr	≥ 1yr	
31 March 2024						
Average stable funding (ASF) items						
1	Capital items and instruments	2 644	18	90	671	3 315
2	Own funds	2 644	18	90	671	3 315
4	Retail deposits		8 631	2 686	1 091	11 452
5	Stable deposits		3 164	369	90	3 446
6	Less stable deposits		5 467	2 317	1 001	8 006
7	Wholesale funding:		5 166	550	4 471	6 440
9	Other wholesale funding		5 166	550	4 471	6 440
11	Other liabilities:	154	616	7	24	27
12	NSFR derivative liabilities	154				
13	All other liabilities and capital instruments not included in the above categories		616	7	24	27
14	**Total available stable funding (ASF)**					**21 234**
Required stable funding (RSF) Items						
15	Total high-quality liquid assets (HQLA)					110
17	Performing loans and securities:		3 661	1 830	13 040	13 194
18	Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut		287	25	50	104
19	Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions		1 623	777	2 916	3 440
20	Performing loans to non-financial corporate clients, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:		1 279	812	4 741	5 038
21	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		238	199	3 918	3 136
22	Performing residential mortgages, of which:		451	200	3 884	3 257
23	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk		175	155	3 558	2 814
24	Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products		21	16	1 449	1 355
26	Other assets:	—	1 125	30	1 540	1 918
27	Physical traded commodities				—	—
28	Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs		101	—	—	86
30	NSFR derivative liabilities before deduction of variation margin posted		437	—	—	22
31	All other assets not included in the above categories		587	30	1 540	1 810
32	Off-balance sheet items		485	—	2 175	133
33	**Total RSF**					**15 355**
34	**Net Stable Funding Ratio (%)**					**138 %**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.

The NSFR ratio remained fairly consistent with the prior period. IBP's trailing one year, four-quarterly average NSFR to 31 March 2024 was 138% (31 March 2023: 136%), well above the 100% regulatory requirement.

APPENDIX A
CONTINUED

Table 65: Remuneration awarded for the financial year (UK REM1)

Ref^	£'million	MB Supervisory Function	MB Management Function	Other Senior Management	Other Identified Staff
	Fixed remuneration				
1	Number of Identified Staff	7	4	7	23
2	Total Fixed Remuneration	1	3	4	10
3	Of which cash based	1	3	4	10
	Variable remuneration				
9	Number of identified staff	7	4	7	22
10	Total variable remuneration	—	6	7	13
11	Of which: cash-based	—	1	3	4
12	Of which: deferred	—	1	1	2
UK-13a	Of which: shares or equivalent ownership interests	—	5	4	9
UK-14a	Of which: deferred	—	3	3	6
17	**Total remuneration**	**1**	**9**	**11**	**23**

Table 66: Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff) (UK REM2)

Ref	£'million	MB Supervisory Function	MB Management Function	Other Senior Management	Other Identified Staff	Total
	Severance payments awarded during the financial year	—	—	—	1	**1**
6	Severance payments awarded during the financial year - Number of identified staff	—	—	—	1	

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
** Value represents the number of shares awarded multiplied by the applicable share price. These awards were made during the period but have not yet vested. These awards are subject to performance conditions and vest over a period from two and a half to four and a half years, up to three to seven years, determined by regulatory requirements. They are also subject to a 6- or 12-month retention period after vesting.

APPENDIX A
CONTINUED

Table 67: Deferred remuneration (UK REM3)

Ref^	Deferred and retained remuneration £'million	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)*	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
7	**MB Management Function**	13	1	9	—	—	—	1	1
8	Cash- based	1	—	—	—	—	—	—	—
9	Shares or equivalent ownership	12	1	9	—	—	—	1	1
13	**Other Senior Management**	9	1	9	—	—	—	1	1
14	Cash- based	2	—	2	—	—	—	—	—
15	Shares or equivalent ownership	7	1	7	—	—	—	1	1
19	**Other Identified Staff**	19	2	12	—	—	—	2	2
20	Cash- based	3	—	2	—	—	—	—	—
21	Shares or equivalent ownership	16	2	10		—	—	2	2
25	**Total amount**	**41**	**4**	**30**	**—**	**—**	**—**	**4**	**4**

Table 68: Remuneration of 1 million EUR or more per year (UK REM4)

Ref^	EUR	Identified staff that are high earners as set out in Article 450(i) CRR 31 March 2024
1	1 000 000 to below 1 500 000	**4**
2	1 500 000 to below 2 000 000	**8**
3	2 000 000 to below 2 500 000	**2**
4	2 500 000 to below 3 000 000	**5**
5	3 000 000 to below 3 500 000	**1**
6	3 500 000 to below 4 000 000	**1**

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
* I.e. changes in the value of deferred remuneration due to changes in the prices of instruments.

APPENDIX A
CONTINUED

Table 69: Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff) (UK REM5)

		Management Body remuneration						Business Areas		
Ref^	**£'million**	**MB Supervisory Function**	**MB Management Function**	**Total MB**	**Investment Banking**	**Retail Banking***	**Corporate Functions**	**Independent Control Functions**	**All Other**	**Total**
1	Total number of identified staff									**41**
2	Of which: members of the management body	7	4	11						
3	Of which: other senior management				4	—	3	—	—	
4	Of which: other identified staff				8	1	4	9	1	
5	Total remuneration of identified staff	1	9	10	19	2	7	8	—	
6	Of which: variable remuneration	—	6	6	11	1	4	5	—	
7	Of which: fixed remuneration	1	3	4	8	1	3	3	—	

^ The references identify the lines prescribed in the PRA template. Only applicable lines with assigned values are reported. All other lines have been suppressed. Cells shaded dark grey are out of scope in accordance with the PRA requirements.
* Refers to Private Client division.

Appendix B - CRR references

14

APPENDIX B

Appendix B – CRR references

CRR Ref	High-level summary	Compliance reference
Scope of disclosure requirements		
431(1)	Publicly disclose Pillar 3 information.	Investec plc publishes Pillar 3 disclosures.
431(2)	Institutions that have been granted specific permissions by the competent authorities or use credit risk mitigation techniques are required to make certain disclosures under Articles 452 to 455.	Only Article 453 is applicable. See below.
431(3)	Institutions must have a formal policy to comply with the disclosure requirements and have policies for assessing the appropriateness of their disclosures, including their verification and frequency. Institutions shall also have policies for assessing whether their disclosures convey their risk profile comprehensively to market participants.	Investec plc has a dedicated Pillar 3 policy.
431(4)	All quantitative disclosures shall be accompanied by a qualitative narrative, noting in particular any significant changes compared to previous disclosures.	Where required a qualitative narrative has been provided. Note disclosures adopted for the first time will not have accompanying qualitative narrative.
431(5)	Explanation of ratings decisions to SMEs and other corporate loan applications upon request.	The majority of SME business supported by Investec is via its asset finance business which operates a largely intermediary business channel strategy. All credit decisions are provided in writing including the rationale for any transactions where we feel unable to help. For any automated decisions, customers are invited to ask for any declines to be reviewed if they so wish in line with UK Data Protection law. For all other corporate lending, decisions can be provided upon request.
Non-material, proprietary or confidential information		
432(1)	Institutions may omit information that is not regarded as material if certain conditions are respected.	Compliance is governed by the Pillar 3 policy.
432(2)	Institutions may omit information that is proprietary or confidential if certain conditions are respected.	Compliance is governed by the Pillar 3 policy.
432(3)	Where 432(2) applies this must be stated in the disclosures, and more general information must be disclosed.	If a disclosure is omitted, it is identified in Appendix B.
Frequency and scope of disclosure		
433	Annual disclosures must be published on the same date as the date on which institutions publish their financial statements or as soon as possible thereafter.	Compliance with this provision is covered by Investec's Pillar 3 policy. Refer to the policy section on page 7 for further information.
Disclosures by large institutions		
433a(1)-(3)	Large institutions are required to disclose certain information on an annual, semi-annual and quarterly basis.	As at 31 March 2024, Investec plc is classified as a large institution.
Disclosure by small and non-complex institutions		
433b(1)-(2)	Small and non-complex institutions shall disclose certain information on an annual and semi-annual basis.	Not applicable. Investec plc is classified as a large institution.
Disclosure by other institutions		
433c(1)-(2)	Institutions that are not subject to Article 433a or 433b shall disclose certain information on an annual and semi-annual basis. Non-listed institutions disclose certain information on an annual basis.	Investec plc discloses information in line with the requirements of Article 433a.
Means of disclosure		
434(1)	Institutions shall disclose information in electronic format and in a single medium or location.	All disclosures are contained in this document.
434(2)	Archive of prior disclosures to be made available on firm's website.	Prior year reports are available on the Investec website.

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Uniform disclosure formats		
434a	Provision left blank.	Not applicable.
Timing and means of Disclosure under Article 441		
434b(1)-(3)	Disclosure of indicators of global systemic importance.	Not applicable.
Disclosure of risk management objectives and policies		
435(1)(a)	The strategies and processes to manage risks.	Refer to the risk management section on page 17, credit and counterparty risk on page 38, securitisation risk on page 55, market risk on page 58, Interest rate risk in the banking book on page 61, investment risk on page 64, operational risk on page 61 and liquidity risk on page 72.
435(1)(b)	Structure and organisation of risk management functions.	
435(1)(c)	Scope and nature of risk reporting and measurement systems.	
435(1)(d)	Policies for hedging and mitigating risk and strategies and processes for monitoring effectiveness.	
435(1)(e)	Declaration approved the management body on the adequacy of risk management arrangements.	Refer to the risk management section on page 17.
435(1)(f)	Concise risk statement approved by the management body succinctly describing the institution's overall risk profile associated with the business strategy.	
435(2)(a)	Number of directorships held by members of the management body.	Refer to Investec Group 2024 integrated and strategic annual report page 146.
435(2)(b)	Recruitment policy for the selection of members of the management body.	Refer to Investec DLC 2024 remuneration report pages 20 and 25.
435(2)(c)	Policy on diversity of members of the management body.	Refer to Investec Group 2024 integrated and strategic annual report page 157.
435(2)(d)	Disclosure of whether a dedicated risk committee is in place, and number of times the committee has met.	Refer to Investec Group risk and governance report 2024 page 119.
435(2)(e)	Description of information flow on risk to the management body.	Refer to Investec Group 2024 integrated and strategic annual report page 152.
Disclosure of scope of application		
436(a)	Name of institution.	Refer to policy section on page 7.
436(b)	Reconciliation between the consolidated financial statements prepared in accordance with the applicable accounting framework and the consolidated financial statements prepared in accordance with the requirements on regulatory consolidation.	Refer to table 2 Outline of the differences in the scopes of consolidation (entity by entity) (UK LI3) on page 12, table 4 Mapping of financial statement categories with regulatory risk categories (UK LI1) on page 14 and table 5 Main sources of differences between regulatory exposure amounts and carrying values in the financial statements (UK LI2) on page 16. The differences are further explained in the following sections: -Basis of consolidation on page 11; and -Differences between the financial accounting and regulatory exposure amounts on page 16.
436(c)	Breakdown of assets and liabilities of the consolidated financial statements prepared in accordance with the requirements on regulatory consolidation, broken down by type of risk.	
436(d)	A reconciliation identifying the main sources of differences between the carrying value amounts in the financial statements under the regulatory scope of consolidation and the exposure amount used for regulatory purposes.	
436(e)	For exposures from the trading book and the non-trading book that are adjusted in accordance with Article 34 and Article 105, a breakdown of the amounts of the constituent elements of an institution's prudent valuation adjustment, by type of risks, and the total of constituent elements separately for the trading book and non-trading book positions.	Not applicable, Investec plc does not use the core approach to calculate prudent valuation adjustments. The Group applies the simplified approach when calculating additional valuation adjustments.
436(f)	Impediment to the prompt transfer of own funds or to the repayment of liabilities within the Group.	There are no current or foreseen material practical or legal impediments to the prompt transfer of capital resources or repayment of liabilities among the parent undertaking and its subsidiary undertakings.

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of scope of application (continued)		
436(g)	Capital shortfalls in any subsidiaries outside the scope of consolidation.	Entities outside the scope of consolidation are appropriately capitalised.
436(h)	Making use of the provisions laid down in Articles 7 and 9.	IBP, the main banking subsidiary of the Group, applies the provisions in Article 9 of the CRR (solo-consolidation waiver) and reports to the PRA on a solo-consolidation basis, including Investec Investments (UK) Limited.
Disclosure of own funds		
437(a)	Full reconciliation of Common Equity Tier 1 items, Additional Tier 1 items, Tier 2 items and filters and deductions applied pursuant to Articles 32 to 35, 36, 56, 66 and 79 to own funds of the institution and the balance sheet in the audited financial statements of the institution.	Refer to table 3 Reconciliation of the financial accounting balance sheet to the regulatory scope of consolidation (UK CC2) on page 13 and table 6 Composition of regulatory own funds (UK CC1) on page 28.
437(b)	A description of the main features of the Common Equity Tier 1 and Additional Tier 1 instruments and Tier 2 instruments issued by the institution.	Refer to regulatory capital instruments on page 24 and table 7 Main features of regulatory own funds instruments (UK CCA) on page 30.
437(c)	The full terms and conditions of all Common Equity Tier 1, Additional Tier 1 and Tier 2 instruments.	
437(d)	Disclosure of the nature and amounts of the following: (i) each prudential filter applied pursuant to Articles 32 to 35 (ii) each deduction made pursuant to Articles 36, 56 and 66 (iii) items not deducted in accordance with Articles 47, 48, 56, 66 and 79.	Refer to table 3 Reconciliation of the financial accounting balance sheet to the regulatory scope of consolidation (UK CC2) on page 13 and table 6 Composition of regulatory own funds (UK CC1) on page 23.
437(e)	A description of all restrictions applied to the calculation of own funds in accordance with this Regulation and the instruments, prudential filters and deductions to which those restrictions apply.	
437(f)	Where institutions disclose capital ratios calculated using elements of own funds determined on a basis other than that laid down in this Regulation, a comprehensive explanation of the basis on which those capital ratios are calculated.	
Disclosure of own funds and eligible liabilities		
437a(a)-(d)	Institutions subject to Articles 92a or 92b shall disclose information regarding their own funds and eligible liabilities.	The BoE formally notified Investec plc on 28 June 2023 that Investec plc's preferred resolution strategy will change to Bail-in from 1 January 2026 and as such Investec plc and IBP as a material subsidiary, will be subject to a revised MREL from 1 January 2026 onwards in a phased manner. End-state MREL will apply from 1 January 2032. The disclosure requirements for MREL, per Article 437(a) of the CRR, are therefore not applicable for 31 March 2024.
Capital requirements		
438(a)	Summary of the institution's approach to assessing the adequacy of its internal capital to support current and future activities.	Refer to capital management on pages 26 and 27.
438(b)	The amount of the additional own funds requirements based on the supervisory review and evaluation process and its composition in terms of Common Equity Tier 1, additional Tier 1 and Tier 2 instruments.	Refer to table 1 Key metrics (UK KM1) on page 9.
438(c)	Upon demand from the relevant competent authority, the result of the institution's internal capital adequacy assessment process.	This is included in the Group's ICAAP and is shared with the regulator upon request.

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Capital requirements (continued)		
438(d)	The total risk weighted exposure amount and the corresponding total own funds requirement determined in accordance with Article 92, to be broken down by the different risk categories and, where applicable, an explanation of the effect on the calculation of own funds and risk weighted exposure amounts that results from applying capital floors and not deducting items from own funds.	Refer to table 8 Overview of risk weighted exposure amounts (UK OV1) on page 32.
438(e)	The on- and off-balance sheet exposures, the risk weighted exposure amounts and associated expected losses for each category of specialised lending referred to in Table 1 of Article 153(5) and the on- and off-balance sheet exposures and risk weighted exposure amounts for the categories of equity exposures set out in Article 155(2).	Not applicable. Investec plc applies the SA.
438(f)	The exposure value and the risk weighted exposure amount of own funds instruments held in any insurance undertaking, reinsurance undertaking or insurance holding company that the institutions do not deduct from their own funds in accordance with Article 49 when calculating their capital requirements on an individual, sub-consolidated and consolidated basis.	Investec plc owns 100% of Investec Captive Insurance. The exposure of £4 million is subject to significant investment thresholds, with the whole exposure subject to a risk weight of 250%.
438(g)	The supplementary own funds requirement and the capital adequacy ratio of the financial conglomerate.	Not applicable. Investec plc is not a financial conglomerate.
438(h)	The variations in the risk weighted exposure amounts of the current disclosure period compared to the immediately preceding disclosure period that result from the use of internal models.	Investec plc does not have permission to use Internal Models and therefore the requirement is not applicable.
Disclosure of exposures to counterparty credit risk		
439(a)	A description of the methodology used to assign internal capital and credit limits for counterparty credit exposures, including the methods to assign those limits to exposures to central counterparties.	Refer to capital management on page 26.
439(b)	A description of policies related to guarantees and other credit risk mitigants, such as the policies for securing collateral and establishing credit reserves.	Refer to credit risk mitigation on page 51.
439(c)	A description of policies with respect to General Wrong-Way risk and Specific Wrong-Way risk as defined in Article 291.	Refer to wrong-way risk on page 53.
439(d)	The amount of collateral the institution would have to provide if its credit rating were downgraded.	The Group does not have any funding deals containing credit rating downgrade triggers.
439(e)	For derivative transactions, the amount of segregated and unsegregated collateral received and posted per type of collateral; and for securities financing transactions, the total amount of collateral received and posted per type of collateral; subject to thresholds.	The Group does not meet the disclosure thresholds and is therefore not required to provide the disclosure.
439(f)	For derivative transactions, the exposure values before and after the effect of the credit risk mitigation, whichever method is applicable, and the associated risk exposure amounts broken down by applicable method.	Refer to table 24 Analysis of counterparty credit risk by approach (UK CCR1) on page 53.
439(g)	For securities financing transactions, the exposure values before and after the effect of the credit risk mitigation, whichever method is used, and the associated risk exposure amounts broken down by applicable method.	
439(h)	The exposure values after credit risk mitigation effects and the associated risk exposures for credit valuation adjustment capital charge, separately for each method.	Refer to table 25 Transactions subject to own funds requirement for CVA risk (UK CCR2) on page 53.
439(i)	The exposure value to central counterparties and the associated risk exposures, separately for qualifying and non-qualifying central counterparties, and broken down by types of exposures.	Refer to table 26 Analysis of exposures to CCPs (UK CCR8) on page 54.
439(j)	The notional amounts and fair value of credit derivative transactions; credit derivative transactions shall be broken down by product type; within each product type, credit derivative transactions shall be broken down further by credit protection bought and credit protection sold.	Refer to table 28 Credit derivatives exposures (UK CCR6) on page 48.
439(k)	The estimate of alpha where the institution has received the permission of the competent authorities to use its own estimate of alpha in accordance with Article 284(9).	The Group does not have permission from the PRA to estimate alpha and is therefore not required to provide the disclosure.

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of exposures to counterparty credit risk (continued)		
439(l)	Separately, the disclosures included in point (e) of Article 444 and point (g) of Article 452.	Refer to table 27 Standardised approach - CCR exposures by regulatory exposure class and risk weights (UK CCR3) on page 54.
439(m)	For institutions using the methods set out in Sections 4 to 5 of Chapter 6 of Title II Part Three, the size of their on- and off-balance-sheet derivative business as calculated in accordance with Article 273a(1) or (2), as applicable.	Not applicable, Investec applies the SA-CCR methodology.
Disclosure of countercyclical capital buffers		
440(a)	The geographical distribution of the exposure amounts and risk weighted exposure amounts of its credit exposures used as a basis for the calculation of their countercyclical capital buffer.	Refer to table 13 Geographical distribution of credit exposures for the calculation of the countercyclical buffer (UK CCyB1) on page 36.
440(b)	The amount of their institution-specific countercyclical capital buffer.	Refer to table 12 Amount of institution-specific countercyclical capital buffer (UK CCyB2) on page 35.
Disclosure of indicators of global systemic importance		
441	G-SIIs shall disclose, on an annual basis, the values of the indicators used for determining their score.	Not applicable, Investec plc is not a G-SII.
Disclosure of exposures to credit risk and dilution risk		
442(a)	The scope and definitions use for accounting purposes of 'past due' and 'impaired' and the differences, if any, between the definitions of 'past due' and 'default' for accounting and regulatory purposes.	Refer to credit risk adjustments on page 43.
442(b)	A description of the approaches and methods adopted for determining specific and general credit risk adjustments.	Investec plc treats IFRS 9 ECLs as specific credit risk adjustments. We do not recognise any general credit risk adjustments. ECLs are allocated to the underlying exposure in the RWA calculations. For information on IFRS 9 staging refer to credit risk adjustments on page 43.
442(c)	Information on the amount and quality of performing, non-performing and forborne exposures for loans, debt securities and off-balance sheet exposures, including their related accumulated impairment, provisions and negative fair value changes due to credit risk and amounts of collateral and financial guarantees received.	Refer to table 16 Performing and non-performing exposures and related provisions (UK CR1) on page 44, table 19 Credit quality of forborne exposures (UK CQ1) on page 46, table 21 Quality of non-performing exposures by geography (UK CQ4) on page 49 and table 22 Credit quality of loans and advances to non-financial corporations by industry (UK CQ5) on page 50.
442(d)	An ageing analysis of accounting past due exposures.	Refer to table 20 Credit quality of performing and non-performing exposures by past due days (UK CQ3) on page 47.
442(e)	The gross carrying amounts of both defaulted and non-defaulted exposures, the accumulated specific and general credit risk adjustments, the accumulated write-offs taken against those exposures and the net carrying amounts and their distribution by geographical area and industry type and for loans, debt securities and off-balance sheet exposures.	Refer to table 16 Performing and non-performing exposures and related provisions (UK CR1) on page 44, table 18 Changes in the stock of non-performing loans and advances (UK CR2) on page 46, table 19 Credit quality of forborne exposures (UK CQ1) on page 46, table 21 Quality of non-performing exposures by geography (UK CQ4) on page 49 and table 22 Credit quality of loans and advances to non-financial corporations by industry (UK CQ5) on page 50.
442(f)	Any changes in the gross amount of defaulted on- and off-balance-sheet exposures, including, as a minimum, information on the opening and closing balances of those exposures, the gross amount of any of those exposures reverted to non-defaulted status or subject to a write-off.	
442(g)	The breakdown of loans and debt securities by residual maturity.	Refer to table 17 Maturity of exposures (UK CR1-A) on page 46.

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of encumbered and unencumbered assets		
443	Institutions shall disclose information concerning their encumbered and unencumbered assets. For those purposes, institutions shall use the carrying amount per exposure class broken down by asset quality and the total amount of the carrying amount that is encumbered and unencumbered. Disclosure of information on encumbered and unencumbered assets shall not reveal emergency liquidity assistance provided by central banks.	Refer table 34 Encumbered and unencumbered assets (UK AE1) on page 70, table 35 Collateral received (UK AE2) on page 71 and table 36 Sources of encumbrance (UK AE3) on page 71.
Disclosure of the use of the Standardised Approach		
444(a)	The names of the nominated ECAIs and export credit agencies and the reasons for any changes in those nominations over the disclosure period.	Refer to regulatory approach on page 40.
444(b)	The exposure classes for which each ECAI or export credit agency is used.	
444(c)	A description of the process used to transfer the issuer and issue credit ratings onto items not included in the trading book.	Refer to regulatory approach on page 40.
444(d)	The association of the external rating of each nominated ECAI or export credit agency with the risk weights that correspond to the credit quality steps as set out in Chapter 2 of Title II of Part Three taking into account that it is not necessary to disclose that information where the institutions comply with the standard association published by the competent authority.	Investec plc complies with the standard association published by the PRA.
444(e)	The exposure values and the exposure values after credit risk mitigation associated with each credit quality step by exposure class, as well as those deducted from own funds.	Refer to table 14 Standardised approach – credit risk exposure and credit risk mitigation effects (UK CR4) on page 41, table 15 Standardised approach (UK CR5) on page 42 and table 6 Composition of regulatory own funds (UK CC1) on page 28.
Disclosure of exposure to market risk		
445	Institutions calculating their own funds requirements in accordance with points (b) and (c) of Article 92(3) shall disclose those requirements separately for each risk referred to in those provisions. In addition, own funds requirements for the specific interest rate risk of securitisation positions shall be disclosed separately.	Refer to table 31 Capital requirements for market risk (UK MR1) on page 60.
Disclosure of operational risk management		
446(a)	The approaches for the assessment of own funds requirements for operational risk that the institution qualifies for.	Refer to operational risk and table 34 Operational risk own funds requirements and risk weighted exposure amounts (UK OR1) on page 61.
446(b)	Where the institution makes use of it, a description of the methodology set out in Article 312(2), which shall include a discussion of relevant internal and external factors being considered in the institution's advanced measurement approach.	Not applicable, Investec plc has not obtained permission to apply the Advanced Measurement Approach. Investec plc only applies the SA.
446(c)	In the case of partial use, the scope and coverage of the different methodologies used.	Investec plc only applies the SA to calculate the operational risk own funds requirement.
Disclosure of key metrics		
447(a)	The composition of own funds and own funds requirements as calculated in accordance with Article 92.	Refer to table 1 Key metrics (UK KM1) on page 8. Investec plc is not a LREQ firm, therefore the disclosure requirement under Article 447(e)((ii) is not applicable.
447(b)	The total risk exposure amount as calculated in accordance with Article 92(3).	
447(c)	Where applicable, the amount and composition of additional own funds which the institutions are required to hold in accordance with regulation 34(1) of the Capital Requirements Regulations.	
447(d)	The combined buffer requirement which the institutions are required to hold in accordance with regulation 35 of the Capital Requirements (Capital Buffers and Macro-prudential Measures) Regulations 2014.	
447(e)	Disclose the following information in relation to leverage ratio: (i) for all institutions, their leverage ratio and total exposure measure; (ii) for LREQ firms, the information in Article 451(1)(b) and (g) and Article 451(2)(b) to (d).	

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of key metrics		
447(f)	The following information in relation to their liquidity coverage ratio: (i) the average or averages of the liquidity coverage ratio based on end-of-the-month observations over the preceding 12 months for each quarter of the relevant disclosure period; (ii) the average or averages of the total liquid assets, after applying the relevant haircuts based on end-of-the-month observations over the preceding 12 months for each quarter of the relevant disclosure period; (iii) the averages of the liquidity outflows, inflows and net liquidity outflows based on end-of-the-month observations over the preceding 12 months for each quarter of the relevant disclosure period.	Refer to table 1 Key metrics (UK KM1) on page 8. Investec plc is not a LREQ firm, therefore the disclosure requirement under Article 447(e)((ii) is not applicable.
Disclosure of key metrics (continued)		
447(g)	The following information in relation to the net stable funding requirement: (i) the average or averages of the net stable funding ratio (ii) the average or averages of the available stable funding (iii) the average or averages of the required stable funding.	Refer to table 1 Key metrics (UK KM1) on page 8.
447(h)	The own funds and eligible liabilities ratios and components, numerator and denominator, as calculated in accordance with Articles 92a and 92b and broken down at the level of each resolution group, where applicable.	Investec plc is not subject to Articles 92a and 92b. Therefore the requirement is not applicable.
Disclosure of exposures to interest rate risk on positions not held in the trading book		
448(1)(a)	Institutions shall disclose the following quantitative and qualitative information on the risks arising from potential changes in interest rates that affect both the economic value of equity and the net interest income of their non-trading book activities referred to in in Chapter 9 of the Internal Capital Adequacy Assessment (ICAA) Part of the PRA Rulebook: (a) the changes in the economic value of equity calculated under the following six supervisory shock scenarios referred to in Rule 9.7 of the ICAA Part of the PRA Rulebook for the current and previous disclosure periods: (i) parallel shock up; (ii) parallel shock down; (iii) steepener shock (short rates down and long rates up); (iv) flattener shock (short rates up and long rates down); (v) short rates shock up; (vi) short rates shock down.	Refer to table 33 Quantitative information on IRRBB (UK IRRBB1) on page 57.
448(1)(b)	The changes in the net interest income calculated under the following two supervisory shock scenarios referred to in Rule 9.7 of the ICAA Part of the PRA Rulebook for the current and previous disclosure periods: (i) parallel shock up; (ii) parallel shock down.	
448(1)(c)	A description of key modelling and parametric assumptions used to calculate changes in the economic value of equity and in the net interest income required under points (a) and (b) of this paragraph.	Refer to overview and management and measurement of IRRBB on page 56.
448(1)(d)	An explanation of the significance of the risk measures disclosed under points (a) and (b) of this paragraph and of any significant variations of those risk measures since the previous disclosure reference date.	
448(1)(e)	The description of how institutions define, measure, mitigate and control the interest rate risk of their non-trading book activities for the purposes of the competent authorities' review including: (i) a description of the specific risk measures that the institutions use to evaluate changes in their economic value of equity and in their net interest income; (ii) a description of the key modelling and parametric assumptions used in the institutions' internal measurement systems for the purpose of calculating changes in the economic value of equity and in net interest income; (iii) a description of the interest rate shock scenarios that institutions use to estimate the interest rate risk; (iv) the recognition of the effect of hedges against those interest rate risks, including internal hedges that meet the requirements laid down in Article 106(3); (v) an outline of how often the evaluation of the interest rate risk occurs.	
448(1)(f)	The description of the overall risk management and mitigation strategies for those risks.	

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of exposures to interest rate risk on positions not held in the trading book (continued)		
448(1)(g)	Average and longest repricing maturity assigned to non-maturing deposits.	Refer to overview and management and measurement of IRRBB on page 56.
448(2)	By way of derogation from paragraph 1 of this Article, the requirements set out in points (c) and (e)(i) to (e)(iv) of paragraph 1 of this Article for descriptions relating to economic value of equity shall not apply to institutions that use the standardised framework referred to in Rule 9.1B of the ICAA Part of the PRA Rulebook.	Not applicable.
Disclosure of exposure to securitisation positions		
449(a)	A description of securitisation and re-securitisation activities, including the risk management and investment objectives in connection with those activities, the role in securitisation and re-securitisation transactions, whether they use the simple, transparent and standardised securitisation (STS), and the extent to which they use securitisation transactions to transfer the credit risk of the securitised exposures to third parties with, where applicable, a separate description of their synthetic securitisation risk transfer policy.	Refer to securitisation risk on page 50.
449(b)	The type of risks they are exposed to in their securitisation and re-securitisation activities by level of seniority of the relevant securitisation positions providing a distinction between STS and non-STS positions and: (i) the risk retained in own-originated transactions; (ii) the risk incurred in relation to transactions originated by third parties.	Refer to securitisation risk on page 50. At 31 March 2024 we have no STS positions.
449(c)	The approaches for calculating the risk weighted exposure amounts that they apply to their securitisation activities, including the types of securitisation positions to which each approach applies and with a distinction between STS and non-STS positions.	Refer to regulatory approach on page 50.
449(d)	A list of SSPEs falling into any of the following categories, with a description of their types of exposures to those SSPEs, including derivative contracts: (i) SSPEs which acquire exposures originated by the institutions; (ii) SSPEs sponsored by the institutions; (iii) SSPEs and other legal entities for which the institutions provide securitisation-related services, such as advisory, asset servicing or management services; (iv) SSPEs included in the institutions' regulatory scope of consolidation.	Requirement (i) and (iv) apply. The following SSPEs acquire originated exposures and are consolidated for regulatory purposes: Cavern Funding 2020 Plc - Securitised auto receivables; Temese Funding 2 Plc - Securitised receivables; Landmark Mortgage Securities No 2 plc - Securitised residential mortgages.
449(e)	A list of any legal entities in relation to which the institutions have disclosed that they have provided support.	Not applicable.
449(f)	A list of legal entities affiliated with the institutions and that invest in securitisations originated by the institutions or in securitisation positions issued by SSPEs sponsored by the institutions.	IBP is the originator and investor in securitisations originated by Investec. In addition Investec Asset Finance plc, Mann Island Finance Limited and CF Corporate Finance Limited have invested in these securitisations.
449(g)	A summary of the accounting policies for securitisation activity, including where relevant a distinction between securitisation and re-securitisation positions.	Refer to accounting policies on page 50.
449(h)	The names of the ECAIs used for securitisations and the types of exposure for which each agency is used.	For securitisation exposures, Fitch, Moody's and S&P have been selected as eligible ECAIs.
449(i)	Where applicable, a description of the Internal Assessment Approach, including the structure of the internal assessment process and relation between internal assessment and external ratings of the relevant ECAI disclosed in accordance with point (h), the control mechanisms and internal assessment process review, the exposure types to which the internal assessment process is applied and the stress factors used for determining credit enhancement levels.	Not applicable, Investec plc does not use the Internal Assessment Approach.
449(j)	Separately for the trading book and the non-trading book, the carrying amount of securitisation exposures, including information on whether institutions have transferred significant credit risk for which institutions act as originator, sponsor or investor, separately for traditional and synthetic securitisations, and for STS and non-STS transactions and broken down by type of securitisation exposures.	Refer to Securitisation exposures in the non-trading book (UK-SEC1) on page 50.

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of exposure to securitisation positions (continued)		
449(k)	For the trading and the non-trading book activities, the following information: (i) the aggregate amount of securitisation positions where institutions act as originator or sponsor and the associated risk weighted assets and capital requirements by regulatory approaches, including exposures deducted from own funds or risk weighted at 1250%, broken down between traditional and synthetic securitisations and between securitisation and re-securitisation exposures, separately for STS and non-STS positions, and further broken down into a meaningful number of risk-weight or capital requirement bands and by approach used to calculate the capital requirements ; (ii) the aggregate amount of securitisation positions where institutions act as investor and the associated risk weighted assets and capital requirements by regulatory approaches, including exposures deducted from own funds or risk weighted at 1 250%, broken down between traditional and synthetic securitisations, securitisation and re-securitisation positions, and STS and non-STS positions, and further broken down into a meaningful number of risk weight or capital requirement bands and by approach used to calculate the capital requirements.	We have no trading book exposures at 31 March 2023. Refer to Securitisation exposures in the non-trading book and associated regulatory capital requirements - institution acting as investor (UK-SEC4) on page 51.
449(l)	For exposures securitised by the institution, the amount of exposures in default and the amount of the specific credit risk adjustments made by the institution during the current period, both broken down by exposure type.	This disclosure has not been provided. Significant risk transfer has not been achieved for any securitisations originated by the Group. We continue to look through to the underlying assets. Specific credit risk adjustments will be reflected in the credit quality tables.
Disclosure of remuneration policy		
450(1)	Institutions are required to disclose information regarding their remuneration policy and practices for those categories of staff whose professional activities have a material impact on risk profile of the institutions:	Refer to the remuneration section of the IBP 2024 annual report and the Investec Group remuneration report 2024.
450(1)(a)	information concerning the decision-making process used for determining the remuneration policy, as well as the number of meetings held by the main body overseeing remuneration during the financial year, including, where applicable, information about the composition and the mandate of a remuneration committee, the external consultant whose services have been used for the determination of the remuneration policy and the role of the relevant stakeholders;	
450(1)(b)	information about the link between pay of the staff and their performance;	
450(1)(c)	the most important design characteristics of the remuneration system, including information on the criteria used for performance measurement and risk adjustment, deferral policy and vesting criteria;	
450(1)(d)	the ratios between fixed and variable remuneration set in accordance with rule 15.9 of the Remuneration Part;	
450(1)(e)	information on the performance criteria on which the entitlement to shares, options or variable components of remuneration is based;	
450(1)(f)	the main parameters and rationale for any variable component scheme and any other non-cash benefits;	
450(1)(g)	aggregate quantitative information on remuneration, broken down by business area;	

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of remuneration policy (continued)		
450(1)(h)	aggregate quantitative information on remuneration, broken down by senior management and members of staff whose professional activities have a material impact on the risk profile of the institutions, indicating the following: (i) the amounts of remuneration for the financial year, split into fixed remuneration including a description of the fixed components, and variable remuneration, and the number of beneficiaries; (ii) the amounts and forms of awarded variable remuneration, split into cash, shares, share-linked instruments and other types separately for the part paid upfront and the deferred part; (iii) the amounts of deferred remuneration awarded for previous performance periods, split into the amount due to vest in the financial year and the amount due to vest in subsequent years; (iv) the amount of deferred remuneration due to vest in the financial year, and the number of beneficiaries of those awards; (v) the guaranteed variable remuneration awards during the financial year, and the number of beneficiaries of those awards; (vi) severance payments awarded in previous periods, that have been paid out during the financial year; (vii) the amounts of severance payments awarded during the financial year, split into paid upfront and deferred, the number of beneficiaries of those payments and highest payment that has been awarded to a single person;	Refer to table 39 Remuneration rewarded from the final year (UK REM1), table 40 Special payments to staff whose professional activities have a material impact on institutions' risk profile (UK REM2), table 41 Deferred remuneration (UK REM3), table 42 Remuneration of 1 million EUR or more per year (UK REM4) on page 81 and table 43 Information on remuneration of staff whos professional activities have material impact on institutions' risk profile (UK REM5) on page 82.
450(1)(i)	the number of individuals that have been remunerated EUR 1 million or more per financial year, with the remuneration between EUR 1 million and EUR 5 million broken down into pay bands of EUR 500 000 and with the remuneration of EUR 5 million and above broken down into pay bands of EUR 1 million;	Refer to table 42 Remuneration of 1 million EUR or more per year (UK REM4) on page 81.
450(1)(j)	Note: Provision deleted.	Provision deleted by the PRA.
450(1)(k)	information on whether the institution benefits from a derogation laid down in the Remuneration Part of the PRA Rulebook at 5.3, and/or 12.2 (second subparagraph), and 15.A1(3).	Not applicable.
450(2)	For large institutions, the quantitative information on the remuneration of institutions' collective management body referred to in this Article shall also be made available to the public, differentiating between executive and non-executive members. Institutions shall comply with the requirements set out in this Article in a manner that is appropriate to their size, internal organisation and the nature, scope and complexity of their activities and without prejudice to the GDPR.	Refer to table 39 Remuneration rewarded from the final year (UK REM1), table 40 Special payments to staff whose professional activities have a material impact on institutions' risk profile (UK REM2), table 41 Deferred remuneration (UK REM3), table 42 Remuneration of 1 million EUR or more per year (UK REM4) on page 81, table 43 Information on remuneration of staff whos professional activities have material impact on institutions' risk profile (UK REM5) on page 82 and the remuneration section of the IBP 2024 annual report and the Investec Group remuneration report 2024.
Disclosure of the leverage ratio		
451(1)(a)-(g)	Institutions shall disclose the following information regarding their leverage ratio and their management of the risk of excessive leverage: (a) the leverage ratio; (b) the leverage ratio calculated as if central bank claims were required to be included in the total exposure measure; (c) a breakdown of the total exposure measure, as well as a reconciliation of the total exposure measure with the relevant information disclosed in published financial statements; (d) a description of the processes used to manage the risk of excessive leverage; (e) a description of the factors that had an impact on the leverage ratio during the period to which the disclosed leverage ratio refers; (f) in relation to the quarterly periods up to 31 December 2022, the leverage ratio calculated as if Article 468 of the CRR did not apply for purposes of the capital measure under Article 429(3) of Chapter 3 of the Leverage Ratio (CRR) Part; (g) in relation to the quarterly periods up to 31 December 2024, the leverage ratio calculated as if Article 473a of the CRR did not apply for purposes of the capital measure under Article 429(3) of Chapter 3 of the Leverage Ratio (CRR) Part.	Refer to the leverage ratio section on page 27.

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of the leverage ratio (continued)		
451(2)-(5)	These disclosure requirements apply only to LREQ firms.	Not applicable. Investec plc is not a LREQ firm.
Disclosure of liquidity requirements		
451a(1)	Institutions that are subject to Part Six shall disclose information on their liquidity coverage ratio, net stable funding ratio and liquidity risk management in accordance with this Article.	Refer to the liquidity section on pages 66 to 69 and table 38 Quantitative information of LCR (UK LIQ1) on page 68 and table 39 Net Stable Funding Ratio (UK LIQ2) on page 69.
451a(2)	Institutions shall disclose the following information in relation to their liquidity coverage ratio as calculated in accordance with the Chapter 2 of the Liquidity Coverage Ratio (CRR) Part of the PRA Rulebook: (a) the average or averages, as applicable, of their liquidity coverage ratio based on end-of-the-month observations over the preceding 12 months for each quarter of the relevant disclosure period; (b) the average or averages, as applicable, of their total liquid assets, after applying the relevant haircuts, included in the liquidity buffer pursuant to the Chapter 2 of the Liquidity Coverage Ratio (CRR) Part of the PRA Rulebook, based on end-of-the-month observations over the preceding 12 months for each quarter of the relevant disclosure period, and a description of the composition of that liquidity buffer; (c) the averages of their liquidity outflows, inflows and net liquidity outflows as calculated in accordance with the Chapter 2 of the Liquidity Coverage Ratio (CRR) Part of the PRA Rulebook, based on end-of-the-month observations over the preceding 12 months for each quarter of the relevant disclosure period and the description of their composition.	Refer to the liquidity section on pages 66 to 68 and table 38 Quantitative information of LCR (UK LIQ1) on page 68.
451a(3)	Institutions shall disclose the following information in relation to their net stable funding ratio: (a) averages of their net stable funding ratio calculated in accordance with Chapter 2 of Title IV of Part Six for each quarter of the relevant disclosure period, based on end-of-the-quarter observations over the preceding four quarters; (b) an overview of the amount of available stable funding calculated for each quarter of the relevant disclosure period, comprising averages based on end-of-the-quarter observations over the preceding four quarters; (c) an overview of the amount of required stable funding calculated for each quarter of the relevant disclosure period, comprising averages based on end-of-the-quarter observations over the preceding four quarters.	Refer to the liquidity section on pages 66 to 69 and table 39 Net Stable Funding Ratio on page 68.
451a(4)	Institutions shall disclose the arrangements, systems, processes and strategies put in place to identify, measure, manage and monitor their liquidity risk in accordance with the Internal Liquidity Adequacy Assessment Part of the PRA Rulebook.	Refer to the liquidity section on pages 66 to 67.
Disclosure of the of the IRB approach to credit risk		
452(a)-(h)	This disclosure is required by institutions calculating risk weighted exposure amounts under the IRB approach to credit risk.	Not applicable. Investec plc has no IRB permissions.
Disclosure of the use of credit risk mitigation techniques		
453(a)	The core features of the policies and processes for on- and off-balance-sheet netting and an indication of the extent to which institutions make use of balance sheet netting.	Refer to credit risk mitigations on page 45 to 46.
453(b)	The core features of the policies and processes for eligible collateral evaluation and management.	
453(c)	A description of the main types of collateral taken by the institution to mitigate credit risk.	
453(d)	For guarantees and credit derivatives used as credit protection, the main types of guarantor and credit derivative counterparty and their creditworthiness used for the purpose of reducing capital requirements, excluding those used as part of synthetic securitisation structures.	
453(e)	Information about market or credit risk concentrations within the credit mitigation taken.	

APPENDIX B
CONTINUED

Appendix B – CRR references (CONTINUED)

CRR Ref	High-level summary	Compliance reference
Disclosure of the use of credit risk mitigation techniques (continued)		
453(f)	For institutions calculating risk weighted exposure amounts under the Standardised Approach or the IRB Approach, the total exposure value not covered by any eligible credit protection and the total exposure value covered by eligible credit protection after applying volatility adjustments; the disclosure set out in this point shall be made separately for loans and debt securities and including a breakdown of defaulted exposures.	Refer to table 23 Disclosure of the use of CRM techniques (UK CR3) on page 46.
453(g)	The corresponding conversion factor and the credit risk mitigation associated with the exposure and the incidence of credit risk mitigation techniques with and without substitution effect.	Refer to table 14 Standardised approach - credit risk exposure and credit risk mitigation effects (UK CR4) on page 35.
453(h)	For institutions calculating risk weighted exposure amounts under the Standardised Approach, the on- and off-balance-sheet exposure value by exposure class before and after the application of conversion factors and any associated credit risk mitigation.	
453(i)	For institutions calculating risk weighted exposure amounts under the Standardised Approach, the risk weighted exposure amount and the ratio between that risk weighted exposure amount and the exposure value after applying the corresponding conversion factor and the credit risk mitigation associated with the exposure; the disclosure set out in this point shall be made separately for each exposure class.	
453(j)	For institutions calculating risk weighted exposure amounts under the IRB Approach, the risk weighted exposure amount before and after recognition of the credit risk mitigation impact of credit derivatives; where institutions have received permission to use own LGDs and conversion factors for the calculation of risk weighted exposure amounts, they shall make the disclosure set out in this point separately for the exposure classes subject to that permission.	Not applicable, Investec plc does not have an IRB permission.
Disclosure of the use of the advanced measurement approach to operational risk		
454	The institutions using the Advanced Measurement Approaches set out in Articles 321 to 324 for the calculation of their own funds requirements for operational risk shall disclose a description of their use of insurance and other risk transfer mechanisms for the purpose of mitigating that risk.	Not applicable, Investec plc applies the SA.
Use of Internal Market Risk models		
455	Institutions using internal market risk models are subject to specific disclosure requirements.	Not applicable, Investec plc does not use internal market risk models.